

# BCTF Newsletter

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## Delta parents demand end to budget cuts

Clive Cocking  
Editor

They stood shivering in the rain booing every time a speaker mentioned Bill Vander Zalm.

Amid a sea of umbrellas, they waved signs reading: UNFAIR TO DELTA, WHY PENALIZE EFFICIENCY and TULIPS, NOT ANXIETY — BE FAIR. Some draped their signs over their heads like hats, trying to keep the rain off.

And over and over they chanted, *Delta children deserve a fair deal, Delta children deserve a fair deal, Delta children deserve a fair deal* . . .

They were 1,200 parents of Delta school children determined — despite the cold and the wet — to send a message to the education minister that enough was enough, their school district had been cut back enough. For well over an hour, on the evening of February 9, they clustered around the steps of Vancouver's old courthouse listening to speaker after speaker support the parents' modest demand: no more budget cuts for Delta.

Delta school board chairperson Caroline Porter accepted "with much gratitude" a 10,000-signature petition supporting the district's request for a status quo budget, which was given her by Dave Murdoch, one of the organizers of the Delta Concerned Parents Committee rally. She told the cheering crowd that the board that morning had submitted to Education Minister Bill Vander Zalm a 1983 budget for operating expenses of \$50.6 million, which contained no increase over the previous year but was \$3

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Delta parents, 1,200 strong, demand the government stop the cuts and accept Delta's needs-based \$50.6 million budget.

## Teachers made into "scapegoats"

# Restraint has deprived teachers of \$73.6 million in lost income

Teachers have been made the scapegoats of the government's restraint program to the tune of \$73.6 million in lost income, BCTF President Larry Kuehn told the February Representative Assembly.

Warning that the public school system cannot tolerate further cuts, Kuehn called on teachers — and trustees — to continue to fight for the resources needed to maintain a quality education system.

"The government demanded and enforced teacher contributions to paying for education," he said. "Now it is time for the government to make its contribution.

We have faced more than enough budget-slashing in education."

Kuehn told the 500 geographical representatives and local presidents attending the assembly in the Hotel Vancouver that so far teachers had lost \$36 million directly from their incomes — money chopped off their pay cheques — and a further indirect loss of \$37.6 million through reduction in their standard of living, for a total of \$73.6 million. The indirect loss, he explained, resulted from the fact that the small salary increases achieved this year through negotiation

and arbitration, averaging four per cent, failed to match the current inflation rate of about 8.2 per cent — not to mention the possible impact of rulings by Compensation Stabilization Program Commissioner Ed Peck, who has so far only approved arbitration awards of three per cent.

Emphasizing the importance of ending the cuts, Kuehn pointed out that government-dictated 1983 school board budgets which are even less than the twice-cut 1982 budgets will not maintain the school system, even with the hefty losses in teacher income to date. He praised those school boards, some of which had been noted "budget-cutters", which have submitted budgets based on actual needs rather than government edicts. (The following boards have so far submitted needs-based budgets: Campbell River, Smithers, Hope, Abbotsford, Delta, Coquitlam, Prince Rupert, Greater Victoria, Saanich, Cowichan, Alberni and Mission.)

"We must continue pressing for the resources that are needed," said Kuehn. "The boards must ask for the budgets they require. And the government must finally stop scapegoating teachers and education and restore funding."

That the provincial government has made teachers into the scapegoats of its restraint program is not just the view of the federation, he said, but was also noted in some arbitration awards. Kuehn quoted what Davie Fulton, former federal justice minister and judge, and chairperson of the Fraser Valley arbitration board, said in his award:

"...the impact of the current restraint program in this province bears upon teachers and upon teachers' salaries in a manner and to an extent not felt by other

See "Education" page 3

## BCTF wins apology and costs, ends libel suit on Vander Zalm "gift"

The B.C. Teachers' Federation has discontinued its defamation suit against the individuals responsible for presenting Education Minister Bill Vander Zalm with a crude and offensive "gift" at the federation's October 30 rally after receiving a formal apology from them and \$500 for legal costs.

The apology, from Darlene Watt and Evans Wood, owners of Snidley's Flowers of Extinction of Richmond, and legal costs payment was conveyed to the federation by the pair's lawyer, Thomas Dohm.

The BCTF had commenced legal action for defamation, conspiracy to injure and trespass against the owners of Snidley's Flowers of Extinction for their part in presenting Vander Zalm with a "gift" package, containing a bouquet of dead flowers and a bottle of Extra-Strength Tylenol, following the rally at the PNE Agrodome.

In his letter of apology, Dohm pointed out that Watt and Wood had no prior

business experience before starting Snidley's late last summer and that their business of delivering dead flowers and jokes was "based on anonymity."

Dohm said the order for the gift to Vander Zalm came in over the telephone two weeks prior to delivery from a lady "who is unknown to my clients" and that the \$30 fee was put through the company's mailslot following delivery.

"My clients are very much aware now that they should have received a name from the person who did the ordering," wrote Dohm. "Neither of my clients is a teacher nor have they ever been teachers."

"My clients wish to apologize for any embarrassment that might have been caused to . . . the British Columbia Teachers' Federation . . ."

BCTF President Larry Kuehn had earlier written to Vander Zalm apologizing for the incident and informing him that the federation had had nothing to do with it.

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## Bargaining rights violated, BCTF formally complains to ILO

The BCTF has launched a formal complaint to the International Labour Organization against the B.C. government for violation of teachers' collective bargaining rights.

A brief, setting out the basis of the complaint, has been submitted to the World Confederation of Organizations of the Teaching Profession for transmission to the ILO's Committee on Freedom of Association. Pursuant to international protocol, the ILO response will in turn be conveyed to the government of Canada for relaying to the B.C. government.

The brief was prepared and submitted following a meeting at the BCTF in which in-house table officers and staff conveyed their concerns to the two top WCOTF officers, President Jim Killeen and Secretary General Norm Goble, whose attendance was indicative of the importance the world teachers' body places on the issue.

The BCTF complaint is based on the provisions of the School Services (Interim) Act which forced pay cuts on teachers and on Education Minister Bill Vander Zalm's interference in the recently-completed arbitration process.

The brief notes that while Canada has not ratified certain ILO conventions specifically dealing with collective bargaining, it does, as a member, subscribe to the ILO constitution, notably Annex 3, which supports the effective recognition of the right of collective bargaining.

"The actions of the Government of

British Columbia are so clearly contradictory to the principles on which the ILO was founded, as set out in the Annex to its Constitution, that an investigation of the circumstances is justifiable," said the BCTF submission.

The brief pointed out that the School Services (Interim) Act arbitrarily overruled existing school law and existing contracts and forced teachers to forego pay for a minimum of six days and a maximum of 11 days during this school year. "We submit that bilateral determination is the essence of collective bargaining," the federation said. "The Government of the Province of British Columbia has unilaterally changed the terms of existing agreements and this constitutes a breach of the principle on which the International Labour Organization was founded."

Turning to the unusually large number of arbitrations that resulted from the unproductive negotiations this year, the BCTF brief noted that before any awards were announced the education minister had publicly warned that any salary increases would only lead to layoffs of teachers. "In our opinion, arbitration proceedings, particularly those imposed by provincial law, should proceed objectively and without political interference. The threats of the minister were untimely and quite improper."

In formally calling on the ILO to investigate the matter, the BCTF brief declared: "The Government of British Columbia

has passed a law overruling collective agreements already in force and has acted to determine the outcome of collective bargaining outside the legal framework for determining contracts. We object strongly to this suspension of basic employee rights and request that the committee act on our complaint."

In the meeting, Norm Goble reminded the BCTF representatives that the function of the ILO "is not to operate as a court of law or an arbitrating body" but to try to

improve situations in a conciliatory manner. It would make its views of B.C.'s actions known through the Canadian government.

"The eventual outcome would be a recommendation to the parties concerned to improve the situation for the future," said Goble. "That is the closest that the ILO can come to a rebuke, although the way it is worded it is often very close to a rebuke."

## Vanderlism spreads to Europe: Dutch teachers complain to ILO

Bad news from the European front: Vanderlism has reared its ugly head in our education minister's native land.

But Dutch teachers are determined to chop it off.

Citing the same economic rationale as his B.C. counterpart, the Netherlands education minister has arbitrarily abrogated certain teacher rights and cut teachers' salaries 1.65 per cent this year.

The actions were presented as dictates, ignoring traditional practice and legal obligation to consult teachers. (As public employees, Netherlands teachers do not have the legal right to negotiate and conclude collective agreements.)

The minister has served notice of further attacks, declaring that the 1983 cut is to be part of a wholesale revision of teacher salary scales which will further decrease salaries for nearly all teachers.

To fight back, Netherlands' four

major teacher unions have — like their B.C. counterparts — submitted a complaint to the International Labour Organization — specifically to the Joint Committee of Experts on the Application of the ILO/UNESCO Recommendation Concerning the Status of Teachers.

But they're not about to leave it at that. In a letter to the WCOTF regarding their ILO complaint, NGL (Dutch Association of Secondary Teachers) President A.J.M. van den Maagdenberg and Secretary-General J. Bouwsma, declare: "A loss of more than 5,000 jobs, not counting those as a result of falling numbers, the minister simply takes for granted. The NGL and the other unions can not. That is why, for the first time in the history of Dutch education, the four big teacher unions are prepared to ask their members to stage real strikes. Too many principles and legal rights are at stake."



Through interpreter (left), ANDES representative Pedro Cedillos (right) spoke to the RA of teacher repression in El Salvador and thanked BCTF for its assistance.

## PRIDE helps teachers sharpen techniques

Teachers have always had pride in their work, but now they have PRIDE.

That's Professional Refinements in Developing Effectiveness — PRIDE — a new BCTF program for assisting teachers to improve their teaching skills. It was developed as a much-requested follow-up to Project TEACH, which 3,500 B.C. teachers have taken so far. The first PRIDE courses were offered to members last fall.

The PRIDE course involves 12 sessions, each three hours long, given by qualified instructors (veteran Project TEACH instructors). It is available to any group of 12 teachers and is given in the local community. The main areas covered are: sharpening classroom questioning technique; recognizing the impact of non-verbal communication; motivating changes in behaviour; and learning how to deal with critical classroom incidents.

"Canadian teachers want to see improvements in the Canadian economy and they are prepared to contribute their fair share to provincial, territorial or federal government programs," he said. "But they emphatically reject inequitable controls that apply only to the public sector."

Further discussions between CTF and CMEC are planned for later this spring.

## Vancouver locals get new phone numbers

Vancouver elementary and secondary teachers' association offices can no longer be reached through the BCTF switchboard, but now have new separate phone numbers.

Vancouver Elementary School Teachers' Association's new number is: 734-8283.

Vancouver Secondary Teachers' Association's new number is: 734-1176.

The change was made, pursuant to an Executive committee decision, to free up some lines on the frequently over-burdened BCTF switchboard.



Canadian Catholic bishops' statement condemning "immorality" of government policies creating unemployment offers hope, BCTF President Larry Kuehn tells RA.

## Education cuts contributing most of restraint "savings"

From page 1

economic groups — at least not in the public sector. Certainly, there is a widespread feeling that if not the whole, then certainly the main, burden of the restraint program in the field of public education is to be borne by the teachers alone."

Kuehn also cited the fact that the government has told municipalities they will be allowed budget increases for 1983 of five per cent, and perhaps higher in some circumstances, but at the same time has told school boards that they must make 1983 budget cuts of 3.5 per cent on budget bases that were twice cut in 1982.

The government defends its actions, he said, by arguing that there has been a massive escalation in education costs —

but this is a myth. The government's own figures show, Kuehn said, that the education ministry's budget increase from 1978-82 of 67 per cent was below the increase in the provincial budget (69 per cent) and the increases in those of the following ministries: finance, 75 per cent; highways, 77 per cent; human resources, 78 per cent; municipal affairs, 83 per cent, health, 93 per cent; and industry and small business, 296 per cent.

"Even within education," Kuehn said, "very different priorities for public and private education are reflected in higher increases in grants to independent schools (94 per cent) than to public schools (63 per cent)."

## WCOTF President Jim Killeen slated to be AGM speaker

Education Minister Bill Vander Zalm will not be invited to address the 1983 Annual General Meeting.

This decision, taken by the in-house table officers, marks a major break with BCTF tradition and reflects the federation's displeasure with Vander Zalm's role in the education crisis.

Ministers of education have always been invited to speak to the federation's annual meeting and, with the exception of Donald Brothers more than a decade ago, have always accepted the invitation. Vander Zalm is the first to not receive an invitation.

Jim Killeen, president of the World Confederation of Organizations of the Teaching Profession, is to be the main speaker at the AGM.

## RA rejects proposal that local presidents be geographical reps

The Representative Assembly has rejected an Executive Committee proposal to restructure the RA to make each local president be a geographical representative.

The executive is recommending to the AGM an amendment to by-law 6.1, which defines the nature of the RA, by adding this sentence: "The president of each local association and of each sub-local association shall be a geographical representative."

In a supporting statement, the executive points out that there is an increasing need for the federation to respond in a co-ordinated and consistent way to actions by Victoria, and that local presidents, who are in close touch with local conditions, should participate in BCTF provincial decisions. In recognition of this, the federation has paid the cost of local presidents attending special and reg-

ular RA meetings but to continue to finance their attendance as observers or to add presidents as voting members would be too expensive, the statement said.

Speaking against the structural change, a number of GRs argued that it was advisable to maintain separation between the roles of GR and local president, that combining both roles would make too heavy a workload for presidents, that there was no present barrier to presidents being elected GRs and that the proposal constituted an attack on local autonomy.

The executive's recommendation, and the RA's motion not to support it, will now be debated at the annual meeting.

## RA stops study of building options

A process of examining options leading to possible development of a new BCTF building was brought to a halt by the February Representative Assembly.

Voting 320 to 251, the RA turned down Executive Committee recommendations that the BCTF Building Subcommittee continue examination of the options of developing a new building on a Burnaby Metrotown site and of redevelopment of the present Sixth Avenue and Burrard site to include a new building.

Devencore Real Estate Consultants, a company engaged last year to do a \$40,000 study of how to achieve maximum benefit from the federation's \$10 million in property, had recommended that the study move to this more detailed phase. Both options, if proceeded with, would have involved disposition of some or all the BCTF land holdings.

Following extensive discussion of the implications, the assembly concluded that now was not a good time to be pursuing a building study. The RA, however, voted to refer to the Finance Committee for a report to the spring RA recommendations to authorize the executive to sell the BCTF's Broadway and Fir property and to place the proceeds in a reserve account.

Nor have the savings in the restraint program been fairly shared among the various ministries, he said, noting that the program was to have saved \$200 million in 1983 but, with overruns in health and human resources, the net savings have been about \$80 million.

"The cuts in education during the fiscal year amounted to \$96 million," Kuehn said. "Education contributed the entire amount of net savings in 1982-83 and provided some funding used by programs in other areas. Not to mention ski chalets at Whistler."

Kuehn went on to emphasize that the restraint program is not working for economic recovery. Increasingly, experts are pointing this out, he said, citing Southam economics columnist Don McGillivray's recent conclusion that federal and provincial restraint programs are only prolonging and deepening the depression. He quoted McGillivray: "The No. 1 problem now is a lack of economic growth, causing heavy and rising unemployment. Behind the economic decline is a failure of consumer demand ... The more wages are restrained, at a time when nobody's job is safe, the more reluctant Canadians will be to spend. And they must start to spend if growth is to resume."

But there was a sign of hope, said Kuehn, in the statement issued over Christmas by the Episcopal Commission for Social Affairs of the Canadian Conference of Catholic Bishops. He said the bishops created a furor in the media by declaring that "unemployment rather than inflation should be recognized as the number one problem to be tackled" and by proposing an alternative strategy to current government policies of "restraint" and destruction of collective bargaining. The bishops, he said, have called for efforts to be made to "curtail cutbacks in social services" and for the "restora-

tion of collective bargaining rights where they have been suspended", and for the involvement of the labor movement in developing economic policies.

"The bishops have provided an analysis and a program," said Kuehn. "They have talked about the 'priority of labor' and taken the position that 'the rights of workers are more important than the maximization of profits.' And they have pointed to the immorality of government policies that create unemployment, and thus the destruction of the meaning and dignity of work. The challenge of that program must be taken up by us and by others who share the bishops' sense of social responsibility."

The first step toward this, he said, was taken at a conference in Ottawa in February attended by representatives of the churches, the labor movement and teacher organizations. (Kuehn attended as a representative of the Canadian Teachers' Federation.) The group came away with a commitment, he said, to work together in a coalition for full employment and for recognition of the priority of labour.

A similar conference, entitled "Out of the Depression", will be held March 18-19 in Vancouver with representatives from the churches, the labor movement, professional groups, academics and community organizations.

"We must work to defend the public education system and we must work with others as well as with teachers," Kuehn concluded. "We must defend our rights as workers and the rights of our unemployed colleagues to jobs which meet unmet educational needs, but we must do this in the context of broader rights in the society as well. Let us as teachers be prepared to join with others to work for the changes that are necessary for a healthier education system and a healthier society."

## BCTF determined to control makeup of its membership

The BCTF has a message for Education Minister Bill Vander Zalm: don't try removing principals and vice-principals from federation membership.

The February RA gave a strong indication that the federation would not sit idly by if, as has been rumoured, the minister tries to eliminate administrators from BCTF membership through revision of the School Act.

The RA gave strong endorsement to Executive Committee recommendations rejecting removal of administrators and declaring that the BCTF must have the right to determine the makeup of its membership.

## Stonewalling ministry works, RA votes to continue tactic

The BCTF will continue its policy of non-cooperation with the ministry until there is an adequate increase in education funding and until the minister demonstrates a more positive approach to education.

The February RA overwhelmingly endorsed a motion to this effect, reaffirming the federation's commitment to this policy and making clear for the first time the conditions required for non-cooperation to be ended. The RA also empowered the executive to end the non-cooperation campaign when it concludes that the conditions have been met.

The non-cooperation tactic is intended as a protest against government actions that are destructive to public education and as a demonstration of teachers' unwillingness to contribute to a process that works against the best interests of education.

The assembly decided to continue the non-cooperation campaign after being told that it is working, that the majority of members are adhering to the policy and that ministry officials are having

## Cruise missile tests opposed

Among other business, the Representative Assembly also:

- adopted a motion requesting the executive to formulate policy directing members not to become involved in school fund-raising activities aimed at raising money to replace items cut from school board budgets;
- decided to send a telegram to Prime Minister Pierre Trudeau opposing cruise missile testing in Canada;
- voted to urge the Canadian government to actively oppose the human rights violations by the government of El Salvador;
- and elected as CTF delegates Walter Bergmann (Mount Arrowsmith), Elsie McMurphy (Saanich) and Kitty O'Callaghan (VESTA).

difficulty finding teachers to serve on committees.

For reference, the original non-cooperation motion adopted by the October RA reads:

"That BCTF members refuse to cooperate with officials and with procedures of the Ministry of Education, refuse to serve on ministry committees including revision committees and ministry workshops, refuse to participate in accreditation, assessment and evaluation committees, refuse to administer PLAP or other ministry tests or surveys.

"That the non-cooperation with ministry officials and procedures policy exclude the following:

- "a) the Certification Advisory Committee;
- "b) provincial scholarship exams;
- "c) Transfer Review Committees, Boards of Reference and Boards of Review."

Members are encouraged to call their local association officers or the BCTF for further clarification and information.

## 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

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CLIVE COCKING  
Editor



## Executive calls for public alliances to support education

The BCTF will not back away from the determined fight to protect teachers' jobs, income levels and bargaining rights in 1983-84, if the Annual General Meeting accepts the Executive Committee's leadership recommendations.

But there will be some elaboration and refinements in the way the federation carries on the struggle against the provincial government's anti-teacher legislation and anti-education budget cuts.

The Executive Committee continues to focus on the vital need to maintain quality education, school staffing levels, teacher salaries and to expand the scope of bargaining.

But, if the executive's recommendations are adopted, there will be increased emphasis placed during the rest of the year on building public support and participation in education, working cooperatively with other like-minded organizations (such as the Defend Educational Services Coalition and College-Institute Educators' Association), pressing for restoration of teachers' professional development opportunities and supporting working and learning conditions grievances, up to and including job action, to maintain quality and equality of education for students.

The following are the leadership recommendations adopted by the January executive meeting for submission to the 1983 AGM:

**That the BCTF priorities for 1983-84 be:**

1. To maintain and improve education quality and equality for students;
2. To work with other organizations to maintain the level of educational service and other social services in British Columbia;
3. To maintain school staffing levels at least at the September 1982 level;
4. To maintain the income levels of teachers;
5. To expand the scope of bargaining.

**That to pursue the priorities for 1983-84, the following activities be carried out:**

1. To maintain and improve education quality and equality for students;
  - (a) That the BCTF develop a process to carry out a dialogue to build public support for the public participation in public education;
  - (b) That the opportunity for a broad, general education — including the core subjects, the arts and other options — be made available to every student in the public schools;
  - (c) That the BCTF pursue, through political and legal action, the provision of adequate resources and support for equality of opportunity for students with special needs;
  - (d) That the BCTF pursue the provision of adequate programs,

resources and support for equal opportunity for students regardless of the region of the province they live in, their race or ethnic background, their sex, their family income, and other socio-economic factors;

(e) That the BCTF support working and learning conditions grievances, up to and including the use of job action, as a means of maintaining and improving education quality and equality for students;

(f) That the BCTF seek to restore time and funding for teachers' professional development.

2. To work with other organizations to maintain the level of educational service and other social services in British Columbia;

(a) That the BCTF continue to participate in the Defend Educational Services Coalition with other unions in the education field and the Canadian Federation of Students, and that local associations be encouraged to participate in local coalitions;

(b) That the BCTF enter into a formal organizational alliance with the College-Institute Educators' Association;

(c) That the BCTF and local associations participate in the unemployed action centers organized by the B.C. Federation of Labour and other organizations;

(d) That the BCTF actively participate in the B.C. Branch of the Canadian

Centre for Policy Alternatives, a policy institute created to develop policy alternatives for the public sector and the economy in general;

(e) That the BCTF maintain liaison with the Canadian Union of Public Employees (CUPE) and other unions representing non-teaching employees.

3. To maintain school staffing levels at least at the September 1982 level;

(a) That the BCTF use political action, public relations programs, and, if necessary, job action to maintain staffing levels in 1983-84;

(b) That the BCTF assist unemployed teachers to organize to demand that they be hired to meet existing educational needs.

4. To maintain the income level of teachers;

(a) That the BCTF reject the making of contract concessions;

(b) That bargaining be continued at the local level, but with an improved communications system.

5. To expand the scope of bargaining;

(a) That the BCTF seek changes in the law to provide for the right to negotiate the terms and conditions of employment;

(b) That local associations continue to negotiate for expanded scope clauses;

(c) That the BCTF seek to establish professional rights in collective agreements.

*The low-cost factory approach to education is what the minister favours. But our children are all different. They should have their individual needs attended to in the basics — and in the areas that build strong, well-rounded citizens.*

*Speak up for public education. A message from the South Island teachers.*

On behalf of the teachers, Jim Pearson of Pearson Advertising Ltd., the Vancouver firm which created the commercials, appealed to the Telecaster Committee for a reversal, arguing that the commercials were fair comment. But he also emphasized that the decision was unfair in the first place as the TV spots were being judged by entirely new criteria.

He noted that in September the Telecaster Committee had created a new category — issue and opinion advertising — on which they intended to rule. "But they didn't inform the trade about the policy change; no one was advised," said Pearson. "Even the sales manager at CHEK-TV, Ed Sjostrand, was unaware of the new policy." Pearson added that under the old guidelines the commercials would have been accepted.

Following further correspondence and telephone calls, Ms. Pat Beatty, Telecaster Committee Co-ordinator, produced a revealing reply. She said the phrase "valuable experiences" used in one commercial and "factory approach" used in the other were both "subjective" evaluations, opinions, that the copy did not prove objectively.

"Moreover, I don't think you need be informed that there are many people who believe the costs of education are far too high, paid for by their taxes; and that cutbacks are not merely necessary but mandatory; there are others who feel that the educational system is not worth what it now costs," she continued. "These people must also be considered when commercials are made, in order to avoid a cry against you of misrepresentation."

Ms. Beatty was not impressed with the statistics — "facts" — from the Ministry of Education, BCSTA and Greater Victoria School Board supplied by the

teachers to back up the statements made in their commercials. She had done her own checking with "objective" sources — Deputy Education Minister Jim Carter and two district superintendents.

GVTA President Mavis De Girolamo pointed out that enrolment, for example, in the Greater Victoria area had increased by 507 students but the number of teachers had decreased by 105. "Obviously this has a serious effect on teacher services to children," she said.

The "factory approach" comment was supported by reference to Education Minister Bill Vander Zalm's stated desire to introduce a standardized province-wide curriculum and examinations.

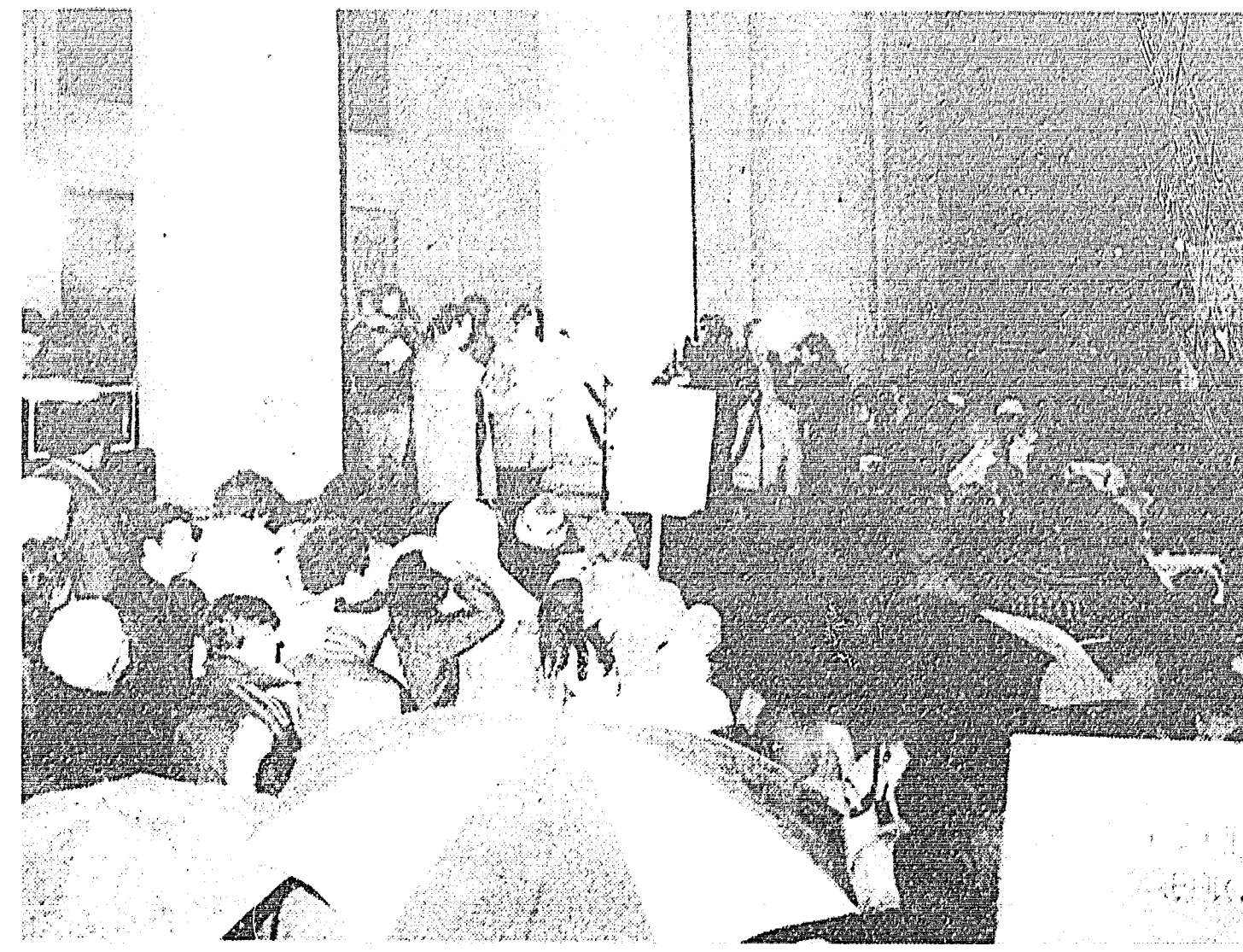
"That is a low-cost factory approach to education," said John Bergbusch, Sooke Teachers' Association president. "Standardized examinations do not make allowances for new Canadians; they do not allow for the different speeds at which children learn."

The south island teachers continued their protests and after further correspondence and discussions, the Telecaster Committee finally gave in at the end of January and allowed the commercials to be aired uncut. The only stipulation was that the script should say: "This message is the opinion of South Island Teachers' Association."

## Income tax bill offers new deduction

It's always good news to learn of proposals for new income tax deductions — even if they are relatively small. Tucked into Bill C-139, introduced in the House of Commons on December 7, 1982, was one such change in the Income Tax Act affecting Workers Compensation Board payments.

The bill proposes that an employee be allowed to deduct amounts received from an employer where his taxable income was continued during sickness or disability and where he was later required to reimburse the employer out of the insurance or WCB proceeds. This proposed change — if parliament approves — would be effective for 1981 and later taxation years.



Delta parents brave the rain in courthouse rally demanding no more cuts to their district's already too-lean school budget.

## Publishers, librarians unite in protesting library cuts

British Columbia book publishers, public librarians and school librarians have united to protest that government cutbacks seriously threaten the quality of school libraries.

Describing the current situation as "unacceptable", the Association of Book Publishers of British Columbia, representing 48 publishers, recently came out in support of education administrators, teachers and teacher-librarians in their fight against incapacitating provincial government budget cuts.

"The curtailment of educational funds by the government of British Columbia endangers many important educational programs and has serious consequences for the publishing industry in the province," the association declared in a public statement. "The Association of Book Publishers of B.C. urges the Ministry of Education to reconsider its actions to date and to halt further cutbacks in this area immediately."

Similarly, the British Columbia Library Association has sent a brief to all school board chairpersons expressing concern that "some of the progress made in developing effective school libraries in this province may be eroded, indeed irretrievably lost, in the course of the present crisis in educational funding."

The BCCLA brief emphasized that no other library can substitute for a school library, which exists specifically to support, enrich and implement the curriculum. "Public libraries do not buy curriculum-related materials; they serve the more general information and recreational needs of the public... and do not have the financial resources to expand that mandate," the brief said.

The brief from the public librarians also pointed out that research has found that where schools have well-stocked libraries with full-time teacher-librarians, student

reading comprehension, knowledge and use of reference materials is superior to those in schools lacking such resources.

Welcoming this support, Alan Knight, president of the B.C. School Librarians' Association, said that school librarians currently face, if not budget cuts, at least no increase in book-buying budgets this year. Unless there is a drastic change this spring, most school districts will be able to buy less than one new book per student.

Vancouver is among those districts being hard hit. It has placed no major orders for books from B.C. publishers since April 1982. And the library budget for 1983-84 faces a \$400,000 cut — about 25 per cent — although it may be slightly less if an inflation factor is added.

The cuts, said Knight, will have particular adverse impact on Vancouver's objectives to build collections in the new curriculum areas of labor history, race relations and native studies.

Knight said the impact on B.C. publishers is unfortunate because in recent years they have developed a lot of materials that support the school curriculum. "They're concerned because there isn't the money to give schools the opportunity to infuse more Canadian culture into the curriculum and also to encourage student recreational reading."

The school librarians' PSA, he said, will continue to press school boards to maintain book-buying programs because, with the rapid expansion of knowledge and books not staying in print long, it is easy for libraries to quickly deteriorate into "musty old storehouses of dated materials."

Knight said that school librarians maintain that if cuts are to be made they should be made equitably so that no one area of the school system is decimated. "We believe school libraries are just as important as any other area," he said.

*...back to the past with the same old...*

From page 1

million over the government's allocated budget.

"We need your support to get that \$3 million," she said.

Former school trustee John Charlesworth said the Delta parents' demands were not extravagant, simply a request for the government to accept the present minimum budget, which was based on an already reduced level of service to the district's 18,000 students. (Delta's approved budget last January, before the major cuts, was \$57.5 million.)

"We have the lowest cost per pupil in the province, \$500 lower than the average of all schools in the province," said Charlesworth. "Of that \$500 per pupil, every other district receives \$300 more from the province than does Delta because the government pays the first 60 per cent. That's not equal opportunity. Our cutbacks in Delta in 1982 and in 1983 represent about \$112 a pupil; the province as a whole is cutting back about \$84 a pupil. That's not equal opportunity for Delta."

He called on the government to stop penalizing Delta for running a financially-lean system and to give it equal treatment with other districts.

Picking up on this theme, one of the parents, Lynne Dale-Johnson, told the rally that as Delta already did not have many of the programs that other districts were now being forced to cut or reduce, further cuts would be far more severe in her district. She said that, because of reductions in special services, many slow learners and students not fluent in English will be forced into the regular classes, which could handicap the learning opportunities of other children.

Dale-Johnson also pointed out that since 1973 the government had reduced the prescribed classroom size from 1,008 square feet to 675 square feet, which would mean that with classes of about 40 students, teachers would have to cope in classrooms three-fifths the size they were back in the days when large classes were more common.

"That makes an intolerable situation," she said. "We in Delta cannot be cut back any further in the amount of money that we have without destroying the core education that our children will receive."

Another parent, Chris Hopkins, reminded the rally that Vander Zalm had earlier promised to give special consideration to Delta's unique circumstances, but that has not yet been forthcoming. He said there is no fat in the Delta system: the district's instructional cost per pupil is about \$2,200 a year compared to about \$2,700 in other similar Lower Mainland districts.

"We have been cut back to the exact rock bottom," he said. "We have no more room."

Delta Teachers' Association President Calvert Moore told the parents that there is no question that the cuts — in programs, services and 50 teachers — have done harm to the quality of education. "There is no comparison with what we could hand out a couple of years ago and with what we can do in Delta right now."

But Moore warned that it would be wrong and dangerously divisive for concerned citizens to point the finger at other supposedly "fat" districts and demand some reallocation of resources from them to Delta.

"We've got to go for quality education in every part of the metro area and in every part of the province," he said. "And what we've got to tell this government is, 'Revise your philosophy on education, or revise your ideas about how long you're going to stay there.'"

The president of the Delta local of the Canadian Union of Public Employees Colin Pawson, emphasized the importance of fighting the government's shortsighted thinking on education cutbacks. "Our children have only one chance to go through the school system," he said. "If their education is inferior during this critical time in their lives this can never be made up. They will face adulthood with less than the best we could have given them."

## PROJECT OVERSEAS II 1983

Sponsored jointly by the Canadian Teachers' Federation and

## its member organizations

Twelve Canadian teachers are required for Project Overseas II which will operate in Botswana, Zimbabwe and Uganda from mid-November 1983 to mid-January 1984. Their assistance is given to improve teaching skills and strengthen professional teacher organizations.

Administrative, travel and living expenses are borne by the Canadian Teachers' Federation, the provincial and territorial teacher organizations which are Members of CTF, the Government of Alberta and the Canadian International Development Agency. No salaries/honoraria are paid.

### REQUIREMENTS

- membership in the BCTF
- an appropriate teachers' certificate
- a minimum of five years teaching experience in Canada
- Canadian citizenship
- excellent health
- evidence of flexibility and mature judgement •

In 1982-83, Canadian teachers were requested to teach English, Mathematics and Science to teachers at the primary and secondary levels and administration to school administrators at all levels.

### APPLICATIONS

Deadline date for applications: APRIL 15, 1983.

Further information and application forms are available from: BCTF, 2235 Burrard Street, Vancouver, B.C. V6J 3H9.

### Commercials to run

## Victoria wins battle with TV "truth" squad

They didn't say the commercials were hard-core porn. Not even soft-core.

They didn't say the message was seditious or an incitement to the violent overthrow of government.

Nor did they say that the south Vancouver Island teachers were telling a pack of lies.

What the Telecaster Committee of Canada did say was that the south island teachers' two 30-second TV spots expressed "opinions." Further, that they did not back these "opinions" with "facts."

So, with the power vested in it by its private broadcaster members, the Toronto-based Telecaster Committee in early December vetoed the broadcasting on CHEK-TV of the two commercials, part

of a campaign against education cutbacks. The south island teachers gnashed their teeth in fury — while watching the nightly parade of unsubstantiated claims by pain-killer, deodorant and dental adhesive makers, not to mention the B.C. government's own advertising — then cried "censorship".

We can't bring you the visuals, but here's what the first commercial said: *Time is so important. With budget cutbacks, time is not on your child's side. Cutbacks will reduce or eliminate many valuable experiences for students.*

*Speak up for public education. A message from the South Island teachers.*

The second commercial had this "controversial" script:

## Do we have your correct home address?

If you have moved recently, or if for some other reason we don't have your proper address, please fill out this coupon and return it to the BCTF, 2235 Burrard Street, Vancouver, B.C. V6J 3H9.

Name	First	Middle Initial	Last
Address			
Postal Code			
Social Insurance Number			
School District			
School			



# Letters

## Danylyshyn wrong about the Holocaust

In the January 19th edition of the *BCTF Newsletter* David Danylyshyn made some of the most astounding comments I have ever seen attributed to a teacher.

Mr. Danylyshyn stated that the Holocaust was not the major tragedy of the century, and "Frankly, I am tired of hearing about it." Well, before trying to prove that it may indeed have been the major tragedy of the century, I would like to establish my credentials. I am not Jewish, have no Jewish relatives, and as few of my friends are in the habit of breathing bagels at me, must assume that few of them are Jewish. Further, I do not support the aims of the state of Israel, and as you must be an Israeli to marry one, wonder if Israel itself could not be charged with racism. One must separate the state of Israel from the Holocaust, which I still maintain was uniquely hideous.

The first reason is that unlike other examples of genocide the Holocaust was conducted misusing the most advanced scientific expertise available. It was designed not to punish, but to obliterate an entire people. The finest contemporary minds produced 300 camps in Germany and a further 300 in the greater Reich in which people were turned into lamp shades and soap. Forgive a gaucherie in mentioning this fact. Many will think me guilty of bad taste, but as one who used the phrase "Belsen and Co.," Mr. Danylyshyn I am certain will recognize whimsical humour.

Another unique aspect to the horror was the complete corruption of German society which the Hitler era prompted. Krupp, I.G. Farben and other prime pillars of German industry contributed to the camps; German courts sanctioned them; German schools ignored them.

The reason for this is that a policy of racism was officially approved. It was a time in which race prejudice was fanned, encouraged and expanded as part of government policy. This was not a backward hill people, or semi-literates as in Cambodia, but the nation of Wagner, Goethe and others. The inevitable question arises: if it happened there, could it not happen anywhere? What is to prevent it?

The cliché is that those who forget the past are condemned to relive it. I tend to doubt this, Mr. Danylyshyn. I would agree with Yeats' point in his poem, "The Second Coming" — if we forget the Holocaust we may not survive something far worse.

Think about it, Mr. Danylyshyn.  
Chuck Galvin  
Raft River Elementary  
Clearwater

## EPT authors' errors raise questions about test's value

In early October I was concerned that the English Placement Test might be being mismarked. So I wrote to Patricia Fraser, the project administrator at ERIBC, and some 11 weeks later I received a reply that confirmed my fears.

To Ms. Fraser I sent 20 questions about sentence-errors from recent EPTs, inquiring how they were marked. Here is a sample from her reply, with the official errors in bold face.

1. Before formulating any plan of action, the newly-elected executive had to consider about the legal aspects of their planned protest march.

2. My sister and her girlfriend go to downtown every Saturday afternoon to shop or meet friends.

3. The first week of classes seemed terribly confusing, but things have been running more peaceful this week.

4. When one reaches the legal age of 6/FEBRUARY 15, 1983

voting, one should become interested about politics.

5. The dish was broke when we took it out of the packing case this morning.

6. My father said he would not leave me have the car until I cleaned out the garage.

7. He speaks very fluent for a student who has been in the country for such a short time.

8. The new tulips we imported from Holland are much more hardier than those we sold last year.

9. After three months of working extra hours and not receiving any overtime salary, Pamela finally quitted her job.

10. Linda and her sister are not getting along very well; what Linda hopes is that her sister will get marry and leave home.

It appears that in order to succeed, a student must be able to read the examiner's mind, a skill which my very good or very poor students, curiously, don't seem to possess, for they detected the following (equally justifiable) errors:

1. consider should read *think*;
2. downtown should read *town*;
3. running should be eliminated;
4. interested should read *concerned*;
5. was should be eliminated;
6. have should be eliminated;
7. speaks should read *is*;
8. hardier should read *hardier*;
9. the sentence is correct / The Gage Canadian Dictionary authorizes *quitted* /;
10. get should be eliminated.

No wonder some of my students have been sadly puzzled when they received their EPT results. They hadn't been thinking the examiner's thoughts.

At a time when UVic is sending threatening notices to students, telling them to shape up or a poor performance in the EPT will cost them \$162 in a makeup course, the authors of the EPT should themselves take a long, hard look at the value of this test and its marking.

Geoff Hargreaves  
Cowichan Sr. Secondary School



On two recent occasions, it has been suggested in the media that the Trail School District rates "worst" in the province. The first allegation appeared in a December 24 *Vancouver Sun* article that cited information from an internal ministry report to justify the Trail School District's unfavourable position on the basis of the pupil/teacher ratio, administrative costs per student, and 1978-82 cost per pupil increases. Later, on the January 3, 1983 Jack Webster Show, Mr. Bill Vander Zalm stated that the recent report cards issued to school districts implied a "worst" rating for the Trail district.

The Trail School District is understandably disturbed by these announcements. In a January 5, 1983 letter to the *Sun* editor, the Trail School Board disputed the conclusions in the December 24 *Sun* report. Trail Superintendent of Schools John Hogarth spoke on the January 5 Jack Webster Show to respond to the minister's remarks and used education ministry data to demonstrate that Trail ranks average in expenditures and superior in pupil performance.

Both Hogarth and Webster, who have attempted unsuccessfully to track

## Time to eliminate texts which ignore Russian war victims

In Canada we pride ourselves on being fairly mature when it comes to the acceptance of the differences contained within our multicultural mosaic. And, having known personally what it is like to live in another country where there is less tolerance, I must say that Canada is a far more comfortable place in which to live. Ever conscious of the fact that we Canadians are descendants of peoples from all over the world, we can congratulate ourselves on being a nation which can set an example on how to live together in relative harmony.

However, this may be because we bring up our children in ignorance. Ours is not the way of abject violence towards other peoples. Ours is ignorance, a lack of knowledge. And the worst example of this is to be found in the Grade 9 textbook used for the teaching of world history. Within the covers of this text, while discussing the results of World War II, I am continually astounded by evidence of the "sin of omission". The Grade 9 history text records that 22 millions of people were killed during World War II. It even mentions, in passing, that six millions of those were Jews who died in concentration camps. But it fails to say that Russia lost 20 millions of its people, making 42 millions of people who lost their lives in that war. It fails to tell our children that the USSR lost almost as many men, women, children, babies — not to mention the unborn — as the rest of the world together!

If we so carefully consider the dignity of all the members of this nation and the differences among all those members, is it not about time we gave full recognition to those Canadians who are descended from Russian immigrants, and recognize that the Russians lost those 20 millions of people during a time when they were our allies, without whom the war against Nazism

may possibly have been lost to the English, who are so continually praised?

I would suggest very strongly that we entirely get rid of the textbooks which "forget to remember" and raise our perspectives to a level more fitting that worthy of those into whose hands the precious minds of the young have been entrusted.

Maud Vant  
Killarney Secondary  
Vancouver

## Delta work-to-rule strengthened unity

I have had teachers from outside Delta say to me, "Boy, your work-to-rule was sure a disaster, wasn't it?" Upon questioning these people, I discovered that their reactions were based on the media's coverage of the event. As one of the organizers of Delta's work-to-rule, and one who saw some extremely positive outcomes of it, I was disappointed and not a little surprised that colleagues of other districts, some of whom are leaders either locally or provincially, would be so eager to denounce political action that was extremely successful.

The success of Delta's work-to-rule encompasses several areas. One of the most salient indications of the work-to-rule's success is what Delta, and very few other districts, achieved in bargaining this year. Our board had been offering -6 per cent or the loss of 150 jobs. They were *not* willing to even discuss non-cost items such as seniority or a grievance procedure. Because our membership's support of work-to-rule was overwhelming, the bargaining team, of which I was a member, was approached by the board *after talks had broken off*. Delta now has seniority and other items in a contract.

As an executive member of the DTA, one of the most rewarding and beneficial outcomes of our work-to-rule was the overwhelming support of the teachers in Delta. The executive no longer has to ques-

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## Vander Zalm wrong in giving Trail "worst" district rating

down a copy of the minister's "internal" report, have been assured by high ranking ministry officials that the data available to the Ministry of Education does not support the contention that the Trail district lacks fiscal management responsibility.

The ministry's own "report card" for the Trail district shows that Trail's instructional and administrative costs per pupil are only slightly above the provincial average and are below those of 29 of the other 74 school districts. These minor discrepancies are not at all remarkable when one considers that 40 per cent of the Trail district teaching staff has accumulated more than 12 years of teaching experience. Only 29 per cent of the provincial teaching staff has reached this level of experience. Likewise, Trail's student/teacher ratio of 16.3 to 1 is only marginally below the provincial average.

The minister was specifically critical of Trail's fiscal management performance with regard to some 90 criteria, including 45 related to student achievement. This erroneous criticism has led some members of the public, both in Trail and elsewhere, to inaccurately conclude that the Trail district is "worst" in all aspects of its educational program. This misinterpretation, particularly in respect to scholastic achievement, is in complete variance with the facts. Unfortunately, it has unjustifiably discredited the educators and students in the Trail district and it has undermined public confidence. Hopefully, this letter will repair some of the damage done by the public remarks and reports in the media.

The minister's own "report card" reveals that Trail district students have scored satisfactorily in ministry administered provincial assessments of scholastic achievement. In 39 out of 45 categories, the Trail district ranks above the provincial averages. In the other six categories, the Trail district results fall slightly below the provincial results. In mathematics and science, the Trail district students have earned scores appreciably above provincial norms. Trail district graduates have traditionally been welcomed both into the workforce and into post-secondary institutions and have performed competently in both arenas.

The Trail School District will continue to provide a relevant and productive learning opportunity to every student, to encourage scholastic excellence, and to receive the dedicated instruction and support from its teaching staff which is needed to ensure these goals.

There are numerous areas in which the performance of both this and other school districts can be improved and any information which provides a sound basis for improvement should be made publicly available. However, to misinterpret or to misrepresent available data renders it worse than useless and precludes reasonable and responsible decision-making.

J. M. Bryan  
Chairperson  
Trail School Board  
Floyd Smith  
President  
Trail District Teachers' Association

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tion whether there's support out there or not. We know that, should the need arise, our membership will support us again — a fact that gives our leadership tremendous strength and confidence. I wonder if the BCTF executive feels as strong? What happened to the provincial work-to-rule?

For the members of the DTA who are not normally politically active, the benefits of work-to-rule were also tremendous. I saw my colleagues' anger and frustration grow from late August to the time of our work-to-rule. During and after the work-to-rule, I noticed a change in their attitudes. They are still angry and frustrated, but they have *done something about it*. Their morale is higher; they have a feeling of accomplishment; they feel strong together.

As a classroom teacher I saw other benefits of the work-to-rule. My students started to realize just how much teachers subsidize the education system with voluntary time. Teachers for too long have hidden or ignored the fact that extracurricular activities are strictly voluntary and students, consequently, have come to expect the hundreds of after-school activities as a matter of course and with little appreciation. Work-to-rule changed that in Delta.

The public, too, was affected positively by the work-to-rule. Despite some irresponsible reporting by the media, some TV and radio stations gave excellent coverage and emphasized the teachers' numerous volunteer services, their plight with regards to non-cost items, such as seniority, in a contract, and, in general, the devastating effects of the government's cuts to education. Hundreds of phone calls flooded both the board and DTA office; yes, most callers were annoyed with the work-to-rule, but all were more aware of the situation and many were volunteering their services and time to fight the cuts!

This is a simple description of a complex issue. For me, work-to-rule was a learning experience. It is not, certainly, an action to be taken lightly and it certainly creates stress, but the positive outcomes of an organized and, therefore, successful campaign far outweigh any disadvantages.

Lynne Sinclair Macdonald  
Delta Sr. Secondary

## Teachers must not vote Socred in next election

I wish to put a few ideas before you, my teaching colleagues, with respect to our profession and ourselves. I hope to convince you of some things if you are not already convinced.

The loss of a day's pay in 1982 was not a joke. The loss of five days' salary between now and June 30 is not a laughing matter either.

We have also been stripped of our professional days which were very valuable to us for a number of reasons. We have been smeared with the accusation that we are unproductive. One of the latest threats is that our working conditions that have been built up over many lifetimes will be taken out of our hands completely.

Who is doing these dastardly things to us?

It is the government of the political party led by Bungling Bill. You know who I mean. The fellow who said, "Work with Bill!" The fellow who in effect said while huckstering free BCRIC shares, "This is my finest hour!"

If you still don't recognize the political party I am talking about, it is the one that often has a minister of education who sends his children to private schools.

You still don't know the political party that I am referring to? I will try to describe it in additional ways. It is the Megabuck Party that spends millions of taxpayer money on northeast coal so that thousands of taxpaying miners in southeast coal can be laid off. It is the party that takes money that should be in your paycheck to underwrite bank investments at Whistler.

I hope by now that you know who our enemy is.

A provincial election has to be called before too many moons. If *one* teacher votes Socred, he/she is cutting his/her throat. It is too expensive to us to have those people around.

We should vote for ourselves. We should vote NDP.

The last NDP government was instrumental in reducing the PTR so that approx-

imately 5,000 additional teachers were brought into B.C. classrooms. The calculation of pensions was increased from 1.5 per cent to 2 per cent. Kindergartens were made universal in the province. There was adequate provincial funding to autonomous local school boards so that free collective bargaining took place.

When you contrast this with what is taking place now you know you cannot afford to be non-political in the next provincial election.

I hope we are getting organized politically. I don't believe job action will do it.

John Higman  
Roy Stibbs Elementary  
Coquitlam

## Time for substitutes and regular teachers to stand together

For the 5,000 or so substitute teachers registered in the province of British Columbia, the 1982-83 school year has brought with it severe economic hardship and the disheartening knowledge that most will not be able to find permanent, full-time work in their chosen profession.

When the Socred government announced Phase I of its restraint program, call-out days for subs dropped by 50 per cent and more in districts throughout the province. By September, with the introduction of Restraint II and in January following introduction of Restraint III, and through to the present, work for substitute teachers has fallen off by as much as 80 per cent as compared with previous years.

Many substitute teachers have families to support and rely on income earned from substitute teaching as their primary source of economic sustenance. Quite unfairly, substitute teachers have had to bear the major portion of the economic burden as the present provincial government abrogates its responsibility to the education system, the teachers, the parents and, most importantly, the children.

The cutbacks have had an unconscionable effect on both students and teachers. Too often, this school year, teachers who should have stayed home due to illness have come to school instead, not wanting

to burden their already overworked colleagues with extra responsibilities. At some elementary and secondary schools learning assistant and library teachers have had to "cover" for colleagues who are simply too ill to make it to school. As well, throughout this province teachers have had to give up their preparation time.

The time has come *now* for substitute and regular classroom teachers to stand together in defense of the public education system. Substitute teachers must continue to work with their regular classroom teacher colleagues to restore equitable funding for public education.

Raymond Tomlin  
President  
Coquitlam Substitute Teachers' Association

## Members should stop wailing over money

In the midst of the whines and screams of outrage in your recent *BCTF Newsletter*, how refreshing it was to read the lone letter of A. C. Hughes of Vancouver.

I have often wondered when one of our retired group would mention that 1929-1930 confiscation of all pension deductions of teachers to get the BCTF Pension Fund going again. I can remember the real anguish it imposed on us then, when literally *every penny* counted.

Cut out the wailing and weeping over lack of increase in your huge salaries. Your priorities should be in teaching — the children should come first.

Mrs. Doris Davies  
Retired teacher  
Mill Bay

## For the record

The editor regrets missing two factual errors in David Danylyshyn's letter in the January 10 Newsletter. In writing of 20th century acts of genocide, he said the loss in Cambodia was 20 million; in fact, authoritative sources place the total at between two and three million. Similarly, he said Stalin exterminated 35 million kulaks; in fact, the figures generally accepted by historians are between seven and 10 million.

## Nominations for '83-'84 executive

The following members have been nominated for positions on the Executive Committee for the year 1983-84:

For President — one to be elected  
Larry Kuehn (Kamloops)  
Doug Smart (Prince George)

For First Vice-President — one to be elected  
Trevor Calkins (Victoria)  
Pat Clarke (Central Okanagan)  
John Mackie (Smithers)

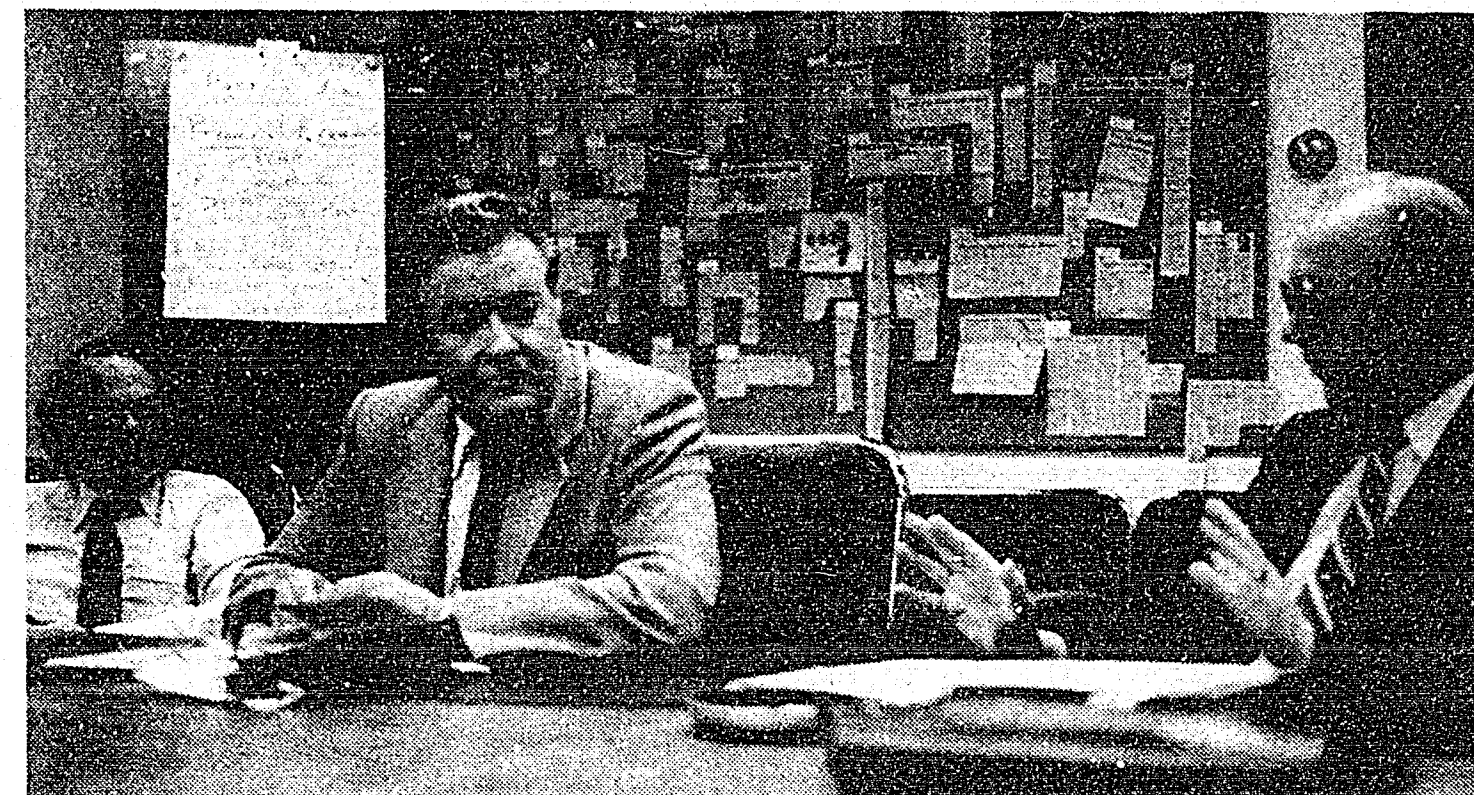
For Second Vice-President — one to be elected  
Elsie McMurphy (Saanich)

For Members-at-Large — four to be elected (three for two-year terms, one for one year)  
Henry Bugler (Maple Ridge)  
Al Crawford (VESTA)  
Bill Fite (Fernie)  
Anthony Geoghegan (Keremeos)  
Dale Gregory (Coquitlam)  
Bob Meredith (Creston Valley)  
Calvert Moore (Delta)  
Kitty O'Callaghan (VESTA)  
Marion Runcie (Burnaby)  
Christina Schut (Revelstoke)

Campaign statements, biographical notes and photographs of the candidates will appear in the March 10 *Newsletter*.

Additional nominations may be made from the floor of the Annual General Meeting.

FEBRUARY 15, 1983/7



WCOTP Secretary General Norman Goble (right) tells Jim Killeen (centre) and Larry Kuehn (left) about the repression many Central American teacher leaders now face.

## BCTF grants \$4,000 to aid teacher leaders in exile

The BCTF has granted \$4,000 to the World Confederation of Organizations of the Teaching Profession to help support teacher leaders forced into exile as a result of repression in their homelands.

The Executive Committee agreed to grant the money from the W. R. Long Memorial International Solidarity Fund after WCOTP President Jim Killeen and Secretary General Norm Goble informed the in-house table officers of the case of a Chilean teacher in urgent need of help in France. Goble warned that the situation in a number of Central and South American countries was likely to force more teacher

leaders into exile.

Goble told the table officers that Jorge Bustamante, president of the *Asociación gremial dos educadoris de Chile* (AGECH), and his wife, had fled for their lives just before Christmas after receiving death threats.

The background to this crisis, said Goble, was Chile's determination to implement right-wing U.S. economist Milton Friedman's monetarist theories. In this line, Chile has passed legislation outlawing national and regional-level trade unions and confining them to individual enterprises. In education, the government has

embarked on a policy of turning schools over to private enterprise, in keeping with Friedman's dictum that: "The public school is an island of socialism in an ocean of free enterprise." The first step saw the dissolution of the national ministry of education and the transfer of its responsibility to municipalities; this has been followed by many municipalities turning the operation of schools over to private enterprise.

The problem for Jorge Bustamante, whose organization is concerned with the exchange of professional information, began following his return from WCOTP's annual assembly in August. He had spoken out there against Chilean teachers' lack of full rights of association and collective bargaining and had protested the drive to turn schools over to private enterprise as anti-democratic.

"It was made known to him informally on his return," said Goble, "that he had displeased the government and that his conduct would be under close surveillance."

"Then there developed a series of anonymous threats, death threats by letter and by phone. There were calls to his wife saying that, 'Your husband is going to disappear.'"

The pressure became too great and, just before Christmas, the Bustamantes fled to Paris. Emergency assistance from CTF, French teachers and the Swedish teachers' union alliance had provided support for Bustamante and enabled WCOTP to hire him as a short-term special adviser on Chilean conditions.

The BCTF grant will help tide him over until he obtains permanent employment and provide the basis for a fund to assist further exiles.



## AGM to decide on fee increase

The Annual General Meeting will discuss a recommendation from the Executive Committee that active membership fees be increased by \$35 for 1983-84.

The proposal is aimed at providing a six to seven per cent increase in program expenditures, maintaining a balanced budget over the year and contributing about \$400,000 to the reserve fund.

At its January meeting, the executive approved for recommendation to the AGM a method of calculating members' estimated mean salary for 1983-84 that will produce a figure of \$34,728. At the same time, the executive unanimously approved an AGM recommendation that the 1983-84 active membership fee be 1.05 per cent of mean annual salary (up from .99 per cent) and that \$14 of the fee be allocated to the reserve fund.

If approved by the AGM, these motions mean that members' fees will increase from \$329 to \$364.

At the February RA, geographical representatives declined to recommend to the AGM the proposed fee calculation method, due to uncertainty over teachers' incomes, but did give support to the executive's recommendations for the new salary percentage for fees and the reserve fund allocation.

The executive is proposing the fee increase to maintain the current level of service to members and to offset the heavy drain on funds in responding to the education crisis. The federation currently faces a projected deficit for this fiscal year of about \$650,000 (\$250,000 in operating funds and \$400,000 from the reserve fund).

The recommended fee increase will go to meeting the anticipated six to seven per cent increase in operating expenditures and the reserve fund allocation will contribute about \$400,000 toward replenishing that fund.

## Handsworth scholarship honours English teacher

North Vancouver's Handsworth Secondary school has established a scholarship fund in memory of the late Doug Terry, a long-time English teacher noted for his enthusiasm, superb command of English and sparkling wit. The Doug Terry Top Scholar Award (value to be decided) will be given annually to the Grade 12 student who has maintained the top academic standing throughout his or her secondary schooling. Contributions may be addressed to: The Handsworth Scholarship Fund (Doug Terry), c/o Handsworth Secondary School, 1044 Edgewood Road, North Vancouver, B.C. V7R 1Y7.

## Nominees sought for master teacher of exceptional children

The British Columbia Federation Council for Exceptional Children is seeking nominations for the David Kendall Master Teacher Award. The award is given to promote excellence in the teaching of exceptional children. Deadline for nominations is **May 31, 1983**. For further information contact: Andrew Selder, President, 2342 Arnhem Road, Duncan, B.C., V9L 3A6 (748-0321).

## Education for Peace conference

"Education for Peace" is the theme of the all-day conference New Horizons Peacemakers is holding on March 19, 1983 at Semiahmoo Senior Secondary School in White Rock. Workshop speakers include Dr. Pauline Weinstein, past chairperson of the Vancouver School Board, Vivienne Verdun-Roe, a U.S. teacher, a author and lecturer, and Dr. Tom Perry, a UBC professor of pharmacology and prominent member of Physicians for Social Responsibility. For registration (\$3) and information, contact: Education for Peace Conference, 1570 Cory, White Rock, V4B 3J2 (531-0106).

8/FEBRUARY 15, 1983



Just before Christmas, Retired Teachers Association members were caught preparing festive hampers for less-mobile colleagues — it's an annual event and they enjoy it.

## Substitutes and federation gain from being together

**Dawne Lupton**

*Voluntary active membership recruiter*

How would you manage with an income of approximately \$150 a month? As a BCTF member, how would you feel about losing employment opportunities to someone who has chosen not to belong to your local association and yet receives the same contracted salary and benefits as members? These are common concerns to many of the province's 2,354 voluntary active members who are substitute teachers.

In these times of government emphasis on the three Rs (recession, restraint and reduction) substitute teachers are finding work more difficult than ever to come by. Local substitute teacher associations and PAST (Provincial Association of Substitute Teachers) are struggling to meet the needs of substitutes who need encouragement to stay in a system that seems to regard them as disposable conveniences. They need the kind of encouragement that pays the rent and buys the groceries. They need more work.

Substitute teachers, who are generally highly qualified and often experienced classroom teachers, are too important a link in the education system to lose. However, many substitutes are finding that they must put their teaching careers on "hold" while they take a job — any job — in order to meet financial obligations. Classroom teachers can provide more working opportunities to voluntary active members by requesting those substitutes when absent from school. (The names of substitutes who are BCTF and local members can be obtained from local offices.) It is important that teachers give extra recognition to BCTF substitutes in this way, and that all substitutes be aware of this practice which, hopefully, will become an additional incentive for voluntary active membership.

Aside from benefiting substitutes in many ways, voluntary active membership also benefits the teacher and local.

First: in most locals, wage improvements for substitutes are covered by the collective agreement. Any increase for substitutes comes out of the teachers' "pie." Most teachers are not reluctant to

share with other members, but question the appropriateness of subsidizing the incomes of non-supportive substitutes.

Second: all BCTF members are protected by and obliged to follow the Code of Ethics. A non-member substitute teacher could make derogatory comments about the professionalism of the absent classroom teacher.

Third: the number of local BCTF members is used to determine the number of local votes at RAs and AGMs. More members mean more votes.

There are no valid reasons for promoting the employment of a non-member because there are no valid reasons for a substitute not to join the federation. If classroom teachers consistently requested BCTF substitutes during absences the mutual benefits would soon become apparent.

## Income tax receipts

If, in 1982 you worked in the following districts, the BCTF and local association fees will be included on the T4 slip issued by your school district:

1 Fernie	44 North Vancouver
2 Cranbrook	46 Sunshine Coast
3 Kimberley	47 Powell River
4 Windermere	48 Howe Sound
7 Nelson	49 Central Coast
10 Arrow Lakes	50 Queen Charlotte
11 Trail	52 Prince Rupert
12 Grand Forks	55 Burns Lake
13 Kettle Valley	57 Prince George
14 Southern Okanagan	59 Peace River South
15 Penticton	62 Sooke
16 Keremeos	63 Saanich
18 Golden	64 Gulf Islands
19 Revelstoke	66 Lake Cowichan
21 Armstrong	69 Qualicum
22 Vernon	70 Alberni
23 Central Okanagan	71 Courtenay
24 Kamloops	72 Campbell River
26 North Thompson	75 Mission
27 Cariboo-Chilcotin	76 Agassiz-Harrison
28 Quesnel	77 Summerland
29 Lillooet	80 Kitimat
30 South Cariboo	81 Fort Nelson
31 Merritt	84 Vancouver Island W.
32 Hope	85 Vancouver Island N.
35 Langley	86 Creston-Kaslo
37 Delta	87 Stikine
38 Richmond	88 Terrace
39 Vancouver	89 Shuswap
41 Burnaby	92 Nisgaha
43 Coquitlam	

For those teachers who worked in the following districts, the BCTF will issue receipts by the end of February.

9 Castlegar	45 West Vancouver
17 Princeton	54 Smithers
33 Chilliwack	56 Nechako
34 Abbotsford	60 Peace River North
36 Surrey	61 Greater Victoria
40 New Westminster	65 Cowichan
42 Maple Ridge-Pitt Meadows	68 Nanaimo

## Vacancies

### Bargaining Committee

The first term of the bargaining coordinators in the following zones expires this spring: West Kootenay, Peace River, South Coast, Vancouver Island North, and Metro. Application deadline is **March 18**; applicants must be nominated by a local association within their zone or by the district council. The Executive Committee plans to make appointments at its April 22-23 meeting.

For more information or curriculum vitae forms, contact Jacquie Boyer at the BCTF office.

## Saskatchewan teachers' mark Golden Jubilee with Showcase '83

"A Chip into the Future" is the theme of Showcase '83, the major education convention and exposition being presented by Saskatchewan teachers in Regina the week of **March 14-18, 1983**.

Showcase '83 will consist of presentations and workshops, education exhibits, a careers exposition, performing arts events and physical education demonstrations. Feature speaker on March 15 will be Canadian author and television personality Pierre Berton.

The convention will be held at the Regina Inn, Sheraton Centre and Hotel Saskatchewan; the exposition will be housed at the Regina Exhibition grounds. Delegate fee is \$25 for the event, which is designed to be of interest to teachers, trustees, administrators and education students. For further information contact: M. Dolman, Showcase '83 Chairman, c/o Al Pickard School, 5240 - 7th Avenue North, Regina, Saskatchewan, S4R 0K8 (306-543-1767).