

Unity prevails at annual meeting

The 69th Annual General Meeting showed that teachers are united and determined to continue the fight for public education.

A high degree of consensus was shown by the 668 voting delegates to the AGM, held March 31-April 3 in the Hotel Vancouver, as they conducted their business, the main thrust of which was toward refining the strategy of building public alliances to defend public education against government attacks.

One of the key signs of unity was the re-election by acclamation of **Pat Clarke** as president, receiving all 618 valid votes cast.

In his opening address to the meeting, Clarke warned teachers not to be provoked into unwise reactions by

renewed government attacks but to continue building community alliances, as this is paying off in increased strength.

"The government's recent tactics — rumor-mongering, intimidation, diversion — might be viewed as offensive tactics, tactics of attack," Clarke said. "We should not misunderstand these tactics — they are, in my view, the antics of an increasingly besieged administration. They are defensive manoeuvres and they are defensive because the coalition which we have so successfully participated in building in so many parts of this province is starting to win. It is working."

Delegates went on to strongly endorse a continuation of this strategy as laid down in the Executive Committee's leadership report. In doing so, they

approved three priorities for action in 1985-86:

- restoration of funding for public education to 1981 levels;
- restoration of local autonomy in education decision-making;
- fair treatment for teachers including access to free collective bargaining and full bargaining and professional rights.

One of the highlights of the AGM was the awarding of the G.A. Fergusson Memorial Award for 1985 to **Bill Allester**, who was honoured for his 43 years of service to education as teacher, principal, BCTF president and federation staff member.

In other highlights, the annual meeting:

- agreed to a by-law change restricting the position of past president to a one-year term;

- opted for no change in the active membership fee for 1985-86;

- called for affirmative action to increase the proportion of women in BCTF administrative staff positions;

- endorsed a reformed pension policy featuring earlier vesting and lock-in of contributions;

- made improvement in the economic status of substitutes a priority for 1985-86.

The AGM also received further information on the BCTF Bargaining and Professional Rights Task Force proposals and approved significant policy measures concerning race relations, professional development days, the process of teaching, post-secondary education and the Effective Schools movement.

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Gov't attack won't divert BCTF strategy

The provincial government's latest provocative attack will not divert the BCTF from its strategy of building alliances to defend public education.

President Pat Clarke said the executive had discussed the latest assault, this time by Finance Minister Hugh Curtis, and are determined not to be distracted from an increasingly successful program of working in the community to expose the denial of bargaining rights to teachers and the damage to education through service level cuts.

"The government is escalating its attack on teachers in a desperate effort to distract public attention from what it is doing in gutting the education system," he said. "We will fight back, to defend the rights of teachers and the quality of

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On their way into the Vancouver courthouse to present the writ launching the BCTF Charter challenge are (left to right) BCTF President Pat Clarke, lawyer Allan Black, First Vice-President Elsie McMurphy, federation staff counsel David Yorke and lawyer Paul Hildebrand.

Bargaining rights sought

Charter challenge launched

The BCTF will go to court this month to launch a constitutional challenge of provincial legislation denying teachers full bargaining rights.

BCTF President Pat Clarke announced the court action in his opening address to the Annual General Meeting.

Clarke reported that the federation was now prepared to act on the 1984 AGM decision to challenge legislative restrictions on teacher bargaining rights.

He noted that a key clause in the Canadian Charter of Rights which guarantees Canadians equality before the law comes into force this month.

As the AGM directed, he said the BCTF had sought the advice of the Bargaining and Professional Rights Task Force and a team of legal experts, and had devoted considerable resources in the past year to preparing the challenge.

"I can tell you that our year of preparation has borne fruit and we are ready to go," said Clarke. "As soon as the equality provisions become law, we will be down

to the courthouse filing our papers, claiming equal access to the basic rights that we have been denied for so long."

The BCTF president gave this report in the context of an, at time humorous, attack on the Bennett government's continuing attacks on teachers and underfunding of education.

Clarke particularly slammed the provincial government's new budget with its "litany" of tax concessions for business and no counterbalancing benefits for ordinary employees. He said this indicated that teachers would continue to be treated as second-class — with salaries frozen indefinitely — and that education would remain a ledger item for continuing cuts.

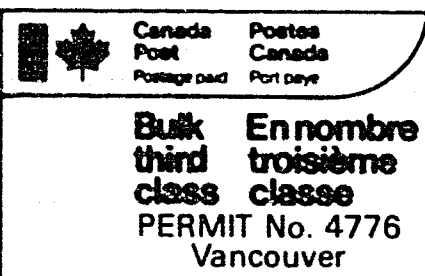
"Since the original 1982 budget, school districts have had to cut 19 per cent, or one dollar in five, and we are told that while \$1.25 billion is available for capital projects, there is no money for schools," said Clarke. "In fact, those wonderful

highways and bridges and gas pipelines and other election boondoggles will be paid for by mortgaging the education of the children of this province.

"Let me put it another way: if the government had foregone just one relatively minor tax concession to corporate interests, the education system would be able to operate at 1983 levels without cuts. As we have said many times, this is really only a question of political priorities and political will."

Clarke said the budget is indicative of the general policy of the government which aims at reordering B.C. society — to shift the balance of power in favour of those whose influence rests on property. This means, he suggested, that the regime teachers operate under is meant to "weaken us and exploit us" as a threat to the power of property and that "public education is perceived as a specific threat to the vested interests of power derived from property."

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New Executive Committee elected

The BCTF will be under serious attack in the coming year by the provincial government which is out to destroy the organization, warned **Pat Clarke** on his re-election by acclamation to a second term in the presidency.

Clarke, who was unopposed, received all 618 valid votes cast at the AGM.

He told delegates that Coquitlam MLA John Parks, Speaker and Delta MLA Walter Davidson and West Vancouver-Howe Sound MLA John Reynolds were leading a growing Social Credit campaign specifically aimed at the BCTF — "a kind of a hate campaign" — and which is trying to stir up reasons for the government to destroy the federation.

"But I have some news for them," said Clarke, noting that he would welcome the attempt "because if they do that kind of thing all they're going to do is make us a lot stronger."

He said that his re-election by acclamation was a strong message for "the forces of darkness" to the effect that the federation is united and not about to destroy itself.

In the other executive elections, **Elsie McMurphy** (Saanich) was similarly re-elected first vice-president by acclamation.

The other positions were contested. **Alan Crawford** (VESTA), previously an executive member-at-large, was elected second vice-president, defeating Margaret Woodlands, who had held the position the previous year.

Election of members-at-large was decided in one ballot. Elected for two-year terms were two new faces, **David Denyer** (Cowichan), and **Peter Thomson** (Surrey), and an incumbent, **Kitty**

O'Callaghan (VESTA); re-elected for a one-year term was **Marion Runcie** (Burnaby).

The addition of a fourth member-at-large was made necessary by the by-law change limiting the past president to a one-year term.

Unsuccessful in the member-at-large race were: **Dale Gregory** (Coquitlam), **Janet Parsons** (Nanaimo) and **Roy Ronaghan** (Peace River South).



Peter Thomson



David Denyer

AGM opts for "status quo" fee

There will be no change in the active membership fee for 1985-86.

The AGM opted for a "status quo fee" — but not without extensive debate on proposals to reduce the fee and to change the method of calculating it.

The Executive Committee and Representative Assembly had both recommended that the active membership fee for 1985-86 be maintained at 1.25 per cent of actual salary, with 1.05 per cent of that going to operating funds and .2 per cent being allocated to the reserve fund.

In introducing the recommendation, First Vice-President **Elsie McMurphy** said the status quo fee was being recommended despite a declining membership and an increasing demand for services, "largely because of the difficult times in which we teach."

She said the executive believes that the federation can make economies while meeting demands for services. As examples of increased expenditure items, she cited increased staff rep training, special support for small locals and grants for local president release time; she indicated the coming year might also require more support for parent groups and grants to locals for public relations and political action.

"We're looking potentially this year at a number of things that might happen to us," said McMurphy. "Now is the time to maintain a strong financial base for the federation."

Mike Duffey, finance committee chairperson, briefly reviewed the federation's financial picture and explained why the finance committee was advocating a reduction in the active membership fee. The committee was recommending a decrease to 1.15 per cent of actual salary, comprised of .95 per cent to operations and .2 per cent to the reserve fund. The .1 per cent cut, he said, would represent \$1 million less revenue.

In supporting the committee's recommendation, he said the federation had had a significant increase in fees in a short period — rising from .86 per cent of mean salary to 1.25 per cent of actual salary within five years. In addition, he said the

BCTF had recently been incurring surpluses — \$1.2 million in 1983-84 and \$500,000 anticipated this year.

Duffey admitted that since the finance committee had prepared its advice about \$800,000 in new programs for 1985-86 had been added, making the budget cut more difficult to attain. But he argued that the BCTF had acquired a tendency toward growth for growth's sake, adding new programs but never subtracting less vital ones.

"We do not believe that reduced revenue is exactly equal to decreased services to members," he said.

Duffey suggested that what is needed is more a political decision than a fiscal one. "The finance committee is concerned that we're losing control to organizational inertia — the tendency to grow," he said. "We strongly recommend a decrease — any decrease in the fee for 1985-86 — so that the principle of a decrease be established once in this organization."

Doug Smart (Prince George) argued that the finance committee's recommendation was "unrealistic" but proposed a smaller decrease in an amendment to the EC/RA motion that would reduce the fee percentage allocated to operations from 1.05 per cent to 1.025 per cent.

He estimated this would produce a loss in revenue of about \$250,000. But he

maintained the impact would not be severe as, even with declining full-time equivalent teachers, revenue would tend to increase as members rise in the salary grid.

Smart told the meeting that less involved members do tend to get concerned about the fee and it was important to send them a signal. "I think it would contribute to our sense of unity and the commitment that those people are prepared to make," he said, "if they saw that we were trying to live with a responsible budget and in fact make a small decrease in the fee."

Frank Burden (Nelson) echoed this concern about less involved members and supported the proposed decrease.

"One of the things we're finding out this year in the locals is that our strength is diminishing in terms of membership support and membership commitment to the organization," he said. "I think the way to get membership commitment is to give them a signal, to tell them their fee is going down."

David Anderson (VESTA) rejected the idea of any fee decrease at the present time. "We are not in normal times," he said. "We face a government that is absolutely unpredictable in its attack on teachers, jobs and education service levels. If there was ever a time to maintain

See "No time" page 8

BCTF Newsletter

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CLIVE COCKING Editor

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Curtis' edict won't halt 1,000 layoffs

From page 1

education in our public schools. But we will not be provoked into taking any action that would allow the government to further confuse the issue."

Clarke said the federation will initiate a series of meetings with parents, school trustees and employee groups to bring them up to date on the government's attacks on teachers and public education, and to appeal for their support.

The most recent government attack came in an announcement on April 4 by Finance Minister Curtis in which he said he would issue a directive under the Financial Administration Act that would prohibit teacher layoffs brought about by the squeeze between teachers' arbitrated salary increases and the government's ceiling on school board budgets.

"He's attempting to give the public the impression that there are going to be lots of teachers' jobs saved because of the freeze," said Clarke. "Teachers have had all their bargaining rights removed from them by the latest edict and 1,000 teachers are still going to be laid off."

He said a draft of the directive indicates that even without any salary increase, school boards would be required to fire 1,092 teachers at the end of this school year. A few school districts would actually get an increase in school staffing levels, meaning new jobs for about 150 teachers.

Clarke said the net loss would be 941 teaching positions.

BCTF winning strategy has gov't defensive

From page 1

Clarke went on to ridicule a number of rumors, which he suggested were being fomented by the government, about impending legislation further attacking teacher interests and attempts to intimidate school boards adopting needs budgets.

These are the "antics of an increasingly besieged administration", he emphasized.

"They are defensive manoeuvres and they are defensive because the coalition which we have so successfully participated in building in so many parts of the province is starting to win," Clarke said. "It is working."

He pointed to the fact that more than half the school boards in the province, representing 75 per cent of the total student population, have submitted needs budgets — which represent a demonstration of no confidence in the government's administration of education.

"Those budgets were submitted because teachers and parents, parents supported by teachers, teachers working with parents, caused them to be submitted," he said. "Those budgets have in effect been the tendering of notice to that government that there will be no more duplicity, no more kowtowing — the government started this disaster and now it is being forced to take 100 per cent of the responsibility."

Clarke said teachers can take a great deal of the credit for the shift in public attitudes whereby the majority of British Columbians now think cutbacks have gone too far and that teachers are doing a good job but are being treated unfairly.

"The fact of the matter," said Clarke, "is that over the last while we have successfully begun to do something we never really have done before to the same degree — that is, go into our communities to build alliances, to build trust and to give ourselves strength through co-operation and through our consistent demonstration of teachers' overriding concern for stopping this unprecedented attack on the rights of children."

Bill Allester wins Fergusson Award

Bill Allester, a man noted for 43 years of commitment to public education as teacher, principal, BCTF president and federation staff member, has been honoured with the G.A. Fergusson Memorial Award for 1985.

Past President Larry Kuehn presented the award on behalf of the federation at the Annual General Meeting. In doing so, he praised the wide-ranging service to education given by Allester.

"Over the years some very distinguished individuals have been recognized," said Kuehn, "but I doubt that any have made their contributions in more diverse arenas, wearing more of the many 'hats' possible. Yet this individual's contribution to education has been outstanding in each."

In nominating Bill Allester on behalf of the Richmond Teachers' Association, RTA President Amrit Manak wrote that it gave him particular pleasure as he had begun his schooling 35 years ago "as a shy and frightened six-year-old" under Allester, who was then principal of Duncan Elementary School. "His kind, sensitive and firm nature soon dispelled any fears I had regarding school. My image of teachers came to be one of respect and admiration."

The nomination drew a wide variety of supporting letters from colleagues who had worked with him over the years. Former BCTF general secretary Stan Evans, whose association dates back to Allester's early teaching years, summed up: "Bill has always exemplified the personal and professional qualities ... associated with Mr. Fergusson. His modesty and his unassuming personality made Bill an individual with whom others readily cooperated in the interest of the educational task at hand, whether they be fellow teachers or staff members. His leadership was readily identifiable but not domineering."

Many former colleagues paid tribute to Allester's warm humanity and reasonableness, while stressing his dedication to his principles.

"Bill was committed to the education system — to the rights of children and to the rights of teachers," recalled Bruce Watson of the federation's income security section. "Both were well represented and defended wherever Bill was involved."

Jim Cairnie, staff administrator of the BCTF Salary Indemnity Fund, noted Allester's determination and courage. "I have seen him stand up to those with greater power and authority on behalf of individuals, ideas and the federation," Cairnie said. "Bill will listen patiently to the ideas of those with whom he disagrees, but those who have crossed him with respect to a commitment agreed to, the rights of an individual or the benefit of education, have found themselves with a tiger."

Former long-time senior federation staff member Alan Spragge pointed to the impact of Bill Allester's work on federation staff. Spragge wrote that

Allester was "a dogged defender of the right of professional practitioners to have an effective role in every aspect of educational policy and direction. Against dictatorial authoritarianism he was eloquent, persuasive and at times very, very stubborn. I think few members of the BCTF are fully aware of their debt to Bill in maintaining their position of influence in matters of teacher education and certification, curriculum policy and educational administration."

The Fergusson Memorial Award, the federation's top honour, was established in memory of G.A. Fergusson who, at the time of his death in 1928, had long been looked upon as one of the most outstanding teachers in B.C. The award is made by the trustees annually to the BCTF member (or ex-member who is no longer eligible for membership), or to a member-association, who (or which) has made

an outstanding contribution to education.

Bill Allester, who was born in Vernon, began his teaching career at Chemainus Elementary School in 1939 after attending the old Provincial Normal School in Victoria. Two years later he went off to war, serving four years with the RCAF. Following this he completed a B.A. at the University of B.C., then served 11 years as principal of elementary and secondary schools in Duncan and Cobble Hill.

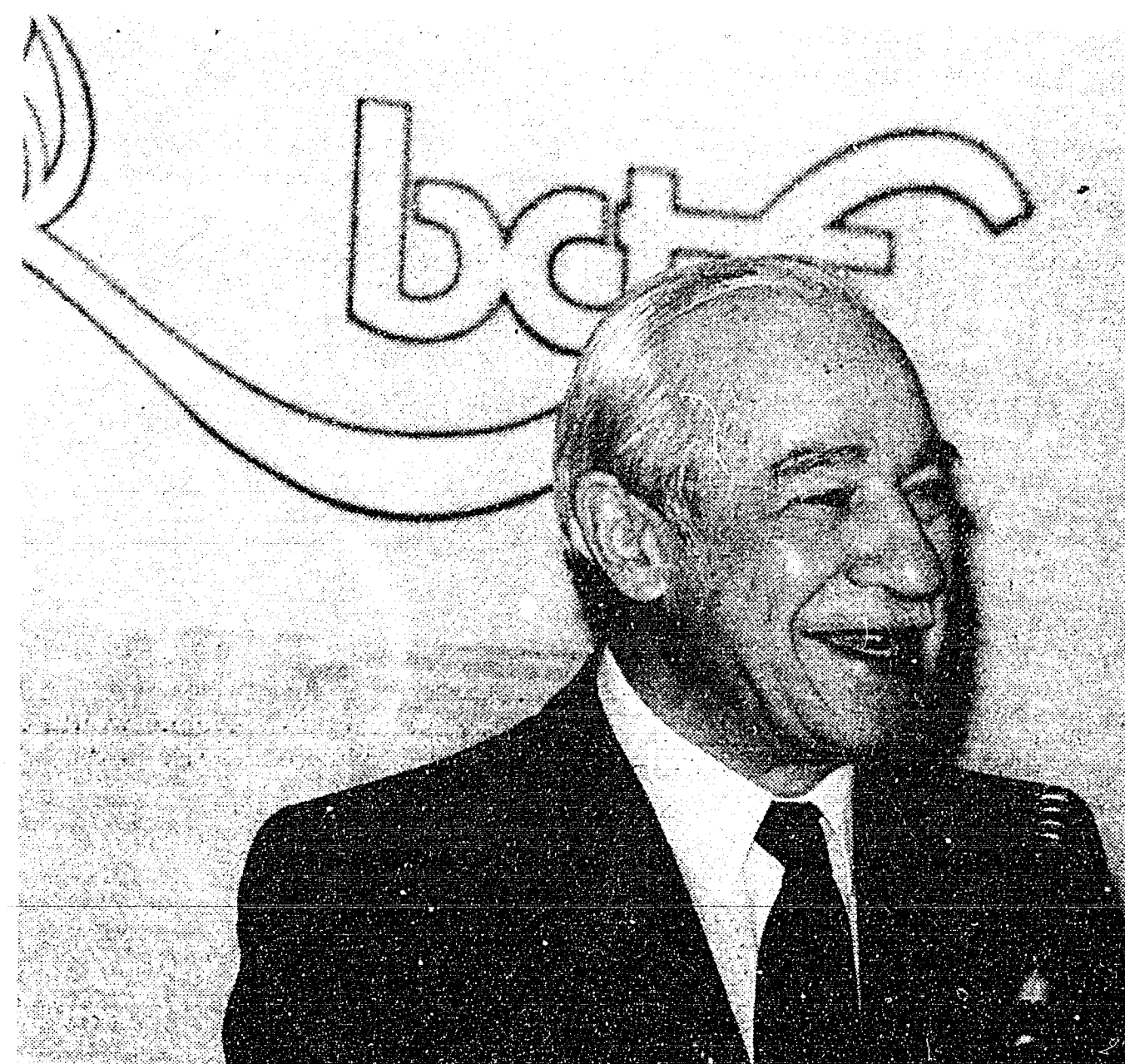
Always active in local association and federation affairs, Allester served as president of the BCTF in 1953-54. Four years later he joined federation staff where his initial responsibilities were for curriculum, in-service and salary matters. Later he organized Provincial Specialist Associations, worked on public relations, teacher education and personnel problems and played a key role in developing BCTF's brief to the Chant royal commission on education.

Allester was the federation's first director of the Professional Development Division from 1965-74, but also worked on major initiatives such as the BCTF Commission on Education in 1967-68, an effort that drew particular praise from Kuehn.

"The report issued by that commission helped set the agenda for education in B.C. for the next decade and more," said Kuehn. "His colleague, John Church, has said of *Involvement: The Key to Better Schools*, that 'the major recommendations of this so-called at the time far-out report have now been accepted as BCTF policy and many teachers practise the recommendations daily in their classroom. The report represents BCTF self-help at its best.'"

Allester also worked on the 1972 campaign against a wage freeze and two years later took on responsibility for political action and teacher personnel services. He was director of Teacher Personnel Services when he retired in June, 1982.

Bill Allester continues his commitment to education today in a different forum: he is currently serving as a school trustee in Richmond.



Bill Allester, honoured for 43 years of service to education, tells AGM delegates of his delight in receiving the Fergusson Award.

Affirmative action plan adopted

The Annual General Meeting has signalled that more women must be hired to administrative positions on the BCTF staff.

The AGM toughened the wording of an existing policy calling for maintenance of a representative balance of male and female administrative staff to indicate a need for affirmative action in hiring. The decision came after considerable debate and a close 321-316 vote.

The Executive Committee recommendation had proposed:

"1. That in the stem of statement 25.H.06 the words 'an endeavour' be replaced with the word 'order'.

"2. That a number '3' be added: *Giving priority to the hiring of women until that representative balance is achieved.*"

As approved, the amended statement 25.H.06 now reads:

"That in order to establish and maintain a representative balance of males and females on the BCTF administrative staff, hiring practices for such positions shall include:

"1. interviewing a significant number of women;

"2. giving particular consideration to potential as well as proven abilities of female candidates;

"3. giving priority to the hiring of women until that representative balance is achieved."

The issue concerned administrative staff, where only six of 29 positions are currently held by women, who make up 54% of the membership. The situation is different among support staff where, of

90 full-time equivalent positions, 14 are held by males and 76 by females.

In introducing the recommendation, Moira MacKenzie, executive member-at-large, addressed herself to concerns she had heard about the proposal.

To those who fear the measure would produce a quota system, she said that to not intervene and attempt to correct the imbalance would be "to endorse the status quo."

To those who fear it would lead to hiring an incompetent woman over a competent man, she questioned why the image of "incompetent women and competent men" sprang to mind. "I would like to point out here also that the policy into which this recommendation falls compels us to consider the potential as well as proven qualities," MacKenzie said. "I think women have great potential to bring unique skills, processes and perspectives to the staff of our federation."

Turning to those members who support the idea in principle but opposed the new tight wording, she suggested it was needed to have an effective policy. She said, "It feels like what you're saying is, 'Would you mind waiting, dear, until I've checked all around and made sure that there aren't any qualified men who should have the job ahead of you.'"

Jim MacFarlan (Burnaby administrators) sought, and received, clarification that the revised policy would mean that hiring priority would be given to female candidates. On further questioning, he

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AGM accepts new pension policy

Teachers would earn the right to a pension after shorter service and have the option of flexible retirement dates, but would no longer be able to withdraw their contributions under pension policy changes approved by the AGM.

Acceptance of these changes must first be negotiated with the provincial government before they come into force.

The revisions to pensions policy brought to the annual meeting, the culmination of a four-year process by the BCTF Pensions Committee, stimulated considerable debate before they were adopted without amendment.

In introducing the recommendation, Rick Sullivan, pensions committee chairperson, outlined some of the thinking behind the proposals. "The committee believes the federation has the same duty to ensure that the means exist for financial security of retired teachers as with active members," he said. "After all, a pension is simply your salary when you have retired."

He discussed the two key proposals which became the focus of the AGM debate:

• that the right to a pension be vested in a member after 11 months of contribu-

tory service, rather than the present 100 months;

• that, when vested, the member's contributions would be locked-in to the plan with no right to make a cash withdrawal, an option currently available.

Sullivan explained that poverty among the elderly, particularly women, is a serious problem in Canada today, much of it due to inadequate pension schemes or to individuals, as often the case with women, moving in and out of the workforce without acquiring sufficient pension credits. Earlier vesting of the pension

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BCTF ANNUAL GENERAL MEETING

Building alliances to continue as priority

The BCTF will continue building alliances with the public aimed at restoring education funding, returning local autonomy to school boards and achieving fair treatment for teachers.

That is the main thrust of the 1985-86 program outlined in the Executive Committee leadership report which the AGM strongly endorsed. Discussion revealed a general consensus and the few amendments proposed were aimed at improving the precision of the recommendations.

The AGM agreed that the priorities for BCTF action for the 1985-86 school year will be:

- the restoration of funding for public education to 1981 levels;
- the restoration of local autonomy in education decision-making;
- fair treatment for teachers including access to free collective bargaining and full bargaining and professional rights.

In the other key elements of the year's program, the meeting decided that the BCTF would:

- sponsor a provincial parent-teacher conference in the fall of '85 and that students, trustees and support staff would be invited;
- work within Operation Solidarity to develop a coordinated public sector strategy to ensure free collective bargaining for public employees and that the strategy developed would be approved by the BCTF membership;
- conduct a working and learning conditions campaign in the fall of 1985;
- through local associations and in conjunction with PSAs and PDAC, develop a community relations program to give teachers an opportunity to demonstrate leadership in advocacy of public education;
- strengthen the organization by giving more financial support to small local associations for presidents' release time, further developing the staff representative network, improving support for PSAs and by putting more emphasis on direct field services to locals.

Exec authorized to call special meeting

The Executive Committee has been authorized to call a special BCTF general meeting if the provincial government introduces legislation significantly affecting teachers and/or the federation.

The AGM gave this authorization in order that the federation be able to respond quickly if the government escalates its attacks on teachers this spring with new legislation.

This was one of a number of key decisions taken on executive recommendations in response to the current crisis and this spring's twin service levels and fair bargaining campaigns. Among the more significant, the AGM approved proposals that:

- "the BCTF provide legal and financial support to any local association taking job action, including withdrawal of services, in support of service levels that would have been provided by a needs or maintenance budget;

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• "the AGM strongly endorse the action of the school boards in B.C. that submitted 1985-86 budgets which reflect their determination to place the educational needs of children ahead of the arbitrary budget figures set by the Ministry of Education;

• "the BCTF initiate, in conjunction with DESC, the BCSTA, the Home and School Federation, and the Association of B.C. School Superintendents, a meeting with the provincial government to a) outline the crisis created by cutbacks in education funding and b) obtain a commitment to a restoration of funding to 1981 service levels."

In support of school boards which



submitted needs budgets, the AGM also agreed that the federation would give financial assistance to enable local associations to participate in a coordinated lobby of the government on behalf of their board, provide organizational support to locals whose boards are facing examination by a ministry budget review team, and provide legal and financial support to any local taking job actions, including withdrawal of services, in support of its board as a result of government-imposed trusteeship.

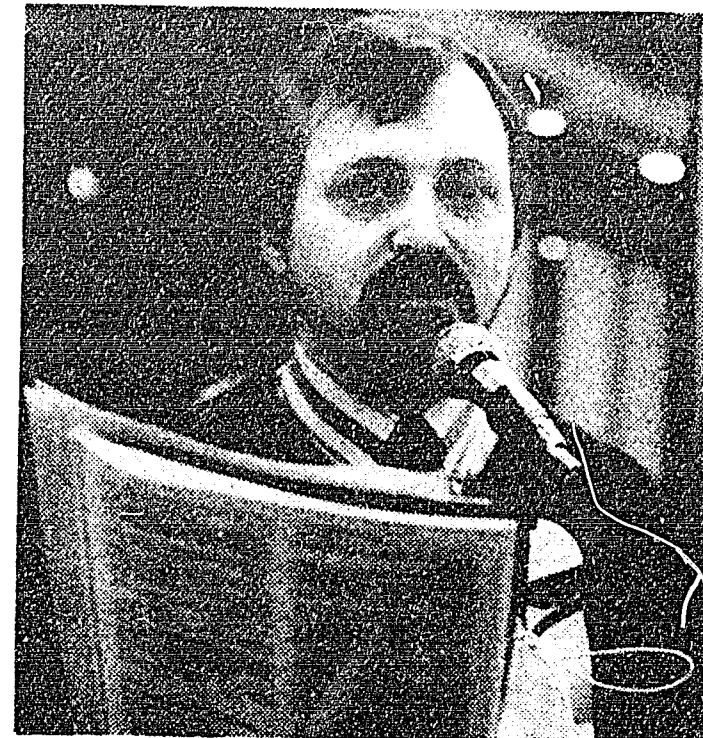
The meeting also called on local associations to support the fair bargaining campaign by holding firmly to the position that teachers need and deserve a fair salary increase, resisting contract concessions in bargaining, making presentations to school boards and lobbying MLAs for removal of unfair constraints on collective bargaining.

Better deal for subs given action priority

Improving the professional and economic status of substitute teachers is to be a priority of the BCTF for 1985-86.

The AGM agreed to turn three statements of policy — concerning substitutes' pay rates and compulsory BCTF membership — into priority objectives for achievement.

"While it is grand that these are BCTF policies, what good are they to our substitutes unless they are fought for and won," Arlene Baldwin, acting chairperson, Surrey Substitute Teachers' Association, told the meeting. "I think the time

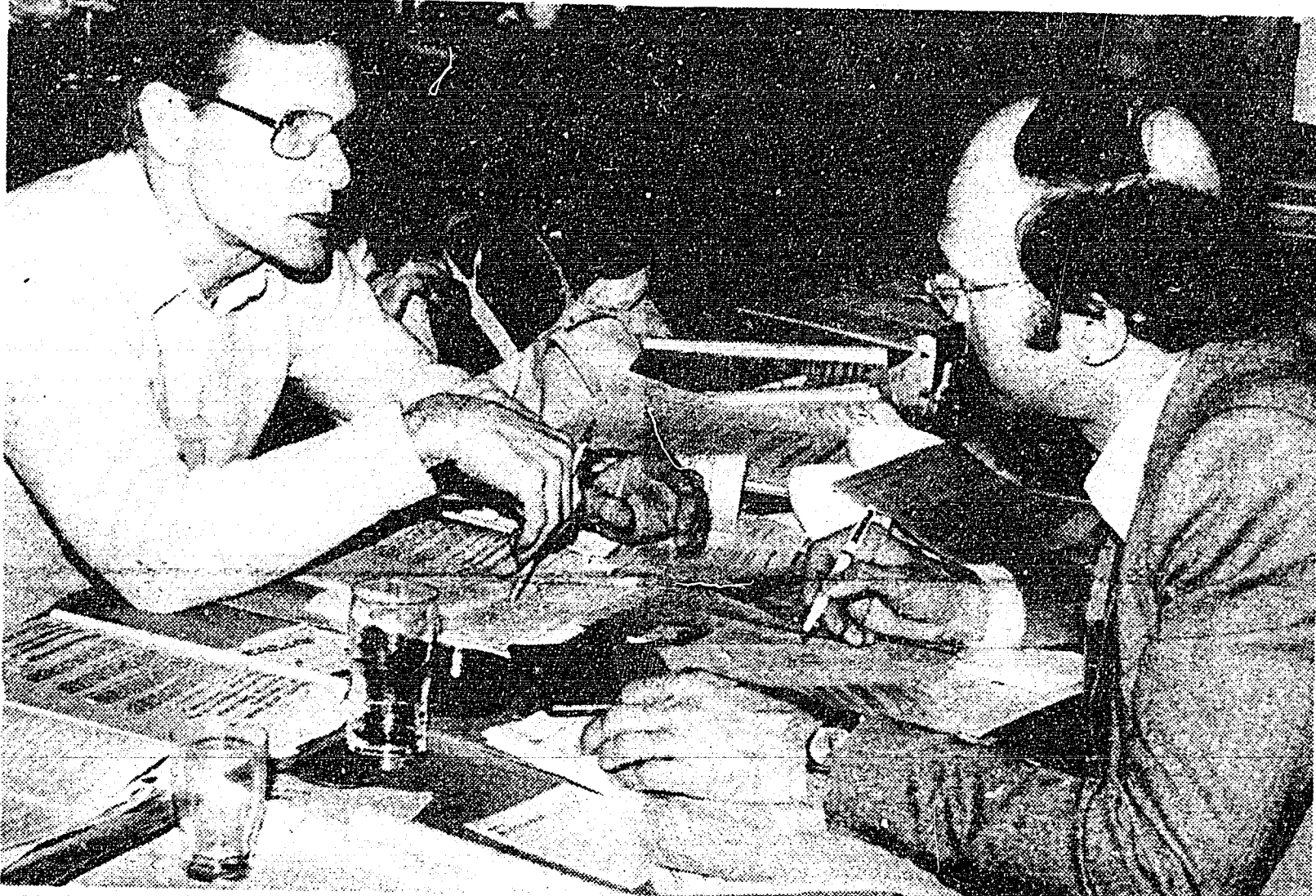


has come to go beyond interest and into action."

She said most substitutes are qualified teachers and are suffering economically due to lack of work and inadequate pay rates — receiving less per day than a full-time teacher. "We need immediate organization, unity and action," she said, "but most of all, we have a great need to be treated as teachers, as one and the same as all of you here today."

The following are the policies that will be priority objectives concerning substitutes:

- 44.15 That the per diem rate for substitute teaching should be 1/200th of the position on the salary scale for which the



Debates there were, but no acrimony, as the 1985 AGM dealt with an extensive agenda of policy items in a general mood of consensus and determination to continue the fight against government anti-education policies.

substitute teacher is qualified by education and experience;

- 44.18 That a major effort be made by the BCTF and local associations to achieve compulsory membership in the BCTF for substitute teachers;

- 44.21 That the BCTF pursue the policy of voluntary active membership as a condition of employment for anyone who is listed with a school board as a substitute teacher.

Past President's term confined to one year

The past president is to be restricted to serving a one-year term in that position.

The AGM agreed to a by-law change to this effect after two personally concerned executive members expressed support for the change. Past President Larry Kuehn noted that he had now served eight years on the executive and was interested in discovering "whether there was life after the BCTF" and President Pat Clarke, who expressed concern about burnout, said he personally would like to serve only one year as past president.

The change added a new clause (c) to by-law 5.1, the key provision being: "In the event that a president shall be elected to an additional year of office, the Executive Committee position of immediate past-president shall be vacated and an additional member-at-large shall be elected for a one-year term."

The change takes effect with the incoming 1985-86 executive.

"Child-centred" policy on teaching adopted

The AGM has affirmed B.C. teachers' belief that the process of teaching must be child-centred.

Delegates to the annual meeting adopted a statement on the process of teaching clearly enunciating the BCTF's humanistic approach.

In speaking for the statement, BCTF President Pat Clarke said it was important the federation put forward a vision of teaching that is "sensitive to the needs of children" to counter the current spread of "lock-step" and "child-insensitive" approaches.

The main points of the statement declare that the BCTF believes the process of teaching:

- should emphasize human and social relationships and guide students in their development;
- should develop students to become self-reliant, self-disciplined, participating members of a democratic society;
- is a planned effort involving assessment of learner needs, matching content, materials and strategies to learner needs and providing continuing feedback to the learner;
- involves the adaptation of different teaching styles and strategies to meet each unique situation;
- and includes continuing communication with students' parents and/or guardians.



AGM calls for end to college cutbacks

Recognizing that the education crisis affects the entire system, the AGM has called on the government to reverse its program of funding cuts for post-secondary education.

Delegates took the position after Jack Finnbogason, president of the College-Institute Educators' Association, was invited to speak to an Executive Committee recommendation on the issue. Finnbogason told the meeting that colleges and institutes had been hit hard by cuts in

funding and in loss of autonomy.

"Our problems stem from the fact that we've lost \$40 million in three years, we've lost two institutions, we've lost 450 faculty, we've lost 2,000 student positions, and students have lost grants and access," he said. Finnbogason said because of the cuts there is now a widening urban-rural gap, whereby students outside the Vancouver-Victoria region have only one-third the chance of metropolitan students in going on to post-secondary education.

The loss of institutional autonomy should be a greater public concern, he said, as "our boards are now completely composed of government agents. They have said nothing, they will say nothing

non-instructional days and use of these days should not be dictated by school or district administration", and that locals should resist any such dictation.

Delegates fleshed-out policy in this area by adopting a declaration of continuing education principles. In its main points, it declared that:

- it is the responsibility of the individual teacher to continue to develop professionally;
- teacher participation in professional development should be on a voluntary basis;
- effective needs assessment should be the starting point of PD;
- effective PD requires adequate resources, time and organizational support;
- and the individual teacher should be given opportunity and time to pursue his/her PD objectives.

Voucher, tax credit plans rejected by AGM

The BCTF has come out in opposition to the financing of education through voucher plans or the use of tuition tax credits.

AGM delegates made the decision in a bid to forestall the provincial government introducing such schemes as a part of a "hidden agenda" to assist the growth of private schools.

In a voucher scheme, government allots parents a monetary value for education which they can use at any accredited public or private school. The use of tax credits allow parents to deduct a specified portion of tuition fees for private schools.

Student needs, safety aim of computer policy

The BCTF has called for action to ensure that micro-computers are introduced into schools in a planned way to meet educational needs, ensure students equality of access and not adversely affect student health and safety.

This is the thrust of a series of recommendations adopted by the AGM in response to a complete lack of leadership in the field on the part of the education ministry. As one delegate put it, "We need to plan and steer and not drift into a high-tech future — plan the future we want."

The central recommendation approved called on the BCTF to continue to press for a provincial joint committee with representation from BCTF, ministry, labour, business and industry, post-secondary institutions, BCSTA and parents "to analyze and outline the direction for microtechnology in education."

The joint committee would have the responsibility to:

- "monitor the impact of microtechnology on the health and safety of students and to continue to educate teachers as to its effects;
- "enact policy that ensures equitable access for all students to microtechnology education;
- "develop and revise policy on other educational issues arising from microtechnology innovation."

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As a result of the other related decisions, the BCTF will urge the provincial government to provide funding to ensure all students have equal access to micro-computers in schools, the provincial government to launch a provincial study of short and long-term health effects of video display terminals and that local teachers' associations establish technological change committees to plan, monitor and evaluate district technological changes.

BCTF to encourage parent involvement

The BCTF is to consider ways of assisting parents in becoming meaningful partners in education.

The AGM voted to ask the Professional Development Advisory Committee to "prepare a report, including policy recommendations, in order to facilitate the involvement of parents in the education system."

The resolution, proposed by the Burnaby Teachers' Association as an outgrowth of last fall's parent-teacher conference, was directed at advancing parent interest in greater involvement and clarifying their appropriate role. "Making parents meaningful participants in the education system," said BTA delegate D'Arcy Bader, "is a powerful way of ensuring their support."

The annual meeting similarly adopted an Executive Committee recommendation "that where circumstances permit members of the public should be invited and encouraged to attend professional development day activities."

Strike penalties plan dropped as unworkable

The federation has decided not to develop a system of penalties for members who do not follow a majority decision on strike action.

The AGM accepted an Executive Committee recommendation to this effect, based on the findings of the Teacher Personnel Committee which had been asked by the RA to study strike discipline.

BCTF President Pat Clarke told the annual meeting that there were significant legal problems which made it impractical to implement a system of penalties for members who do not carry out, or who work against, a majority strike decision. "Compulsory membership," he said, "significantly limits our capacity to discipline our members in any way that might affect their livelihoods."

The executive recommendation adopted by the AGM read: "That the BCTF not develop, at this time, a system of penalties for members who do not act according to a decision of the majority with regard to a strike."

Canada urged to shun U.S. "Star Wars" plan

The BCTF has sent a telegram to the federal government expressing concern over possible Canadian participation in the U.S. Strategic Defence Initiative — "Star Wars" — research project.

The action is the result of AGM passage of a resolution calling on the federation to express concern to Prime Minister Brian Mulroney and External Affairs Minister Joe Clark. The resolution also called on the executive to develop a peace education policy for the CTF Peace Education Conference.

These initiatives were taken as Mike Zlotnik, BCTF director of professional development, gave a presentation to the annual meeting on peace education. He 6/APRIL 18, 1985

Student AGM guest speaker:

Pressure making students sick

"I can't believe that we are building a society that actually discourages creativity, discourages the bettering of the human mind, but that is what I see. And I see this because, sadly enough, learning today is very seldom done for enjoyment, but for the grade. Everything today is a mark."

These are the words of a "frustrated" Langley Grade 12 student, **Marisa Paterson**, who outlined to AGM delegates what Bennett's "New Reality" was like in secondary schools today. She was one of a number of guest speakers at the meeting. Paterson spoke of intense pressure in Grade 12, "a general overabundance of sickness, fatigue and headaches" and a thwarting of student potential under the government's cutback, exam-dominated school system.

"What is happening in our schools is frightening," she said. "We have a distinct movement toward education for the fortunate few who can afford it, toward a system that stressed only the apparently worthwhile areas of high technology and science, an increasingly fierce competitive atmosphere that is driving students into the ground already."

In his address to the AGM, **Cliff Andstein**, secretary-treasurer of the B.C. Federation of Labour, offered an important reminder: "Wage controls have one purpose and one purpose only: it is not to control inflation, it is to control wages." He went on to demonstrate this by reviewing the record of wage controls in Canada — ranging from the federal Prices and Incomes Commission in 1969-70 to B.C.'s current Compensation Stabilization Program.

The reason for programs like the CSP and its counterparts in other provinces is simple, said Andstein: "It's because governments in this country have no fundamental commitment to free collective bargaining rights for public sector employees." The provinces, he said, feel that it was foisted on them by the Pearson government and the Quebec government of 1965-67 and they've never accepted it. "Since they can't launch an all-out attack on it," he said, "they're going to chip away at it and bring in wage controls and things like Bill 3 and Bill 2 and the other insidious pieces of legislation we have seen in this province."

Andstein argued that the primary object of the CSP now is to destroy the arbitration process for teachers. He went on to suggest that if the government's ultimate aim is to have teacher wage settlements respond to economic factors, then there is a more efficient way. "A

outlined the training program for PD Associates in Peace Education, the development of lesson aids, the provincial peace education conference planned for the fall and urged delegates to join the Walk for Peace on April 27.

Policy against racism enshrined by AGM

The AGM has endorsed a series of policies that call on the BCTF to promote educational and social policies that counter racism and welcome multiculturalism.

Delegates approved the policy statements 37.01 to 37.11, which had been in the *Members' Guide* for discussion for over a year prior to AGM decision. The statements range from calling on the federation to identify ethnically offensive curriculum materials, to condemning discrimination in schools to working for adequate ESL programs. The meeting also adopted a series of procedure statements (37.02 to 37.16) for carrying out the policies.



Langley student Marisa Paterson says, "What is happening in schools today is frightening."

much more democratic way," he said. "It's called free collective bargaining."

On the same theme, Canadian Teachers' Federation President **Brian Shortall** pointed out that federal statistics "dispel the myth that wage increases are a major factor in terms of inflation." He told delegates that the last year that wage increases outpaced inflation was in 1981, when pay increases averaged 13 per cent compared with an inflation rate of 12.5 per cent.

"The figures demonstrate that workers have been bearing the brunt of the recession," he said. And among them, public sector employees are being hardest hit: last year public sector settlements averaged 3.2 per cent compared to 3.9 per cent among the private sector.

Shortall said that, with budget cutbacks and wage controls, Canadian teachers have been serious victims of the recession, the average teacher having lost about \$1,500 in purchasing power since 1976.

BCSTA President **Bill Lefaux-Valentine**, in speaking to the AGM, recounted how the provincial government has not responded to his association's serious concerns over the school board budget crisis and he was urging a firm stand. "I am urging all school boards that have submitted budgets that are required just to maintain adequate instruction not to compromise their resolve," he said. "I am urging boards to take this action in the hope, again, that the minister will use this opportunity, the time available this month, for his government to reassess his position regarding public instruction."

Lefaux-Valentine said the most

"Effective Schools" to be investigated

The AGM also adopted motions calling on the BCTF to:

- investigate and inform the membership on the provincial and local implications of the Effective Schools movement;
- lobby for changes in School Act section 122 to prevent any disciplinary action before a hearing and to provide for due process in all hearings on alleged misconduct;
- circulate information to teacher associations throughout North America informing them that the B.C. government is providing massive funding for Expo 86 while reducing education funding to an inadequate level;
- support the concept of a guaranteed annual income and the principle of universal social programs;
- enter into affiliation with education student society executive committees of the University of Victoria and Simon Fraser University;
- contribute \$25,000 to the Ethiopian people's crisis.

Labour lawyer says:

Teachers confined to "rights ghetto"

B.C. teachers are in the virtually unique position of being confined to a "rights ghetto" deprived of full bargaining rights, a prominent labour lawyer told the AGM.

Jim Dorsey had been invited by the Bargaining and Professional Rights Task Force to share with the meeting information he had previously given to the task force.

"If you like being dictated to, if you like having someone dictate when, where and how you will do your jobs, if you do not want to have the right to participate in fixing the terms and conditions under which you will give your time, service, expertise and training, and if you are satisfied with not having the right to grieve about perceived wrongs in your employment, then do nothing," said Dorsey. "Stay in the situation that you are in, because that is the circumstance that you are in at law in your employment."

He said teachers in private schools, schools on military bases and Indian reserves, and college instructors all have full bargaining rights — but public school teachers, along with members of the armed forces and the RCMP and university professors, do not have these rights. It's not fair and it's not equal treatment, he added.

"You exist with a distinct minority in our working world in a rights ghetto," Dorsey said. "You don't have them."

He said that it was ironic that teachers, who teach democratic values, are denied the right to participate in their working life, a right that is "a cornerstone of the democratic values that we treasure so much in our society."

One way, but not the only way, he said, to achieve the same workplace rights as other employee groups is through litigation — the route the BCTF is currently pursuing with its Charter of Rights challenge.

"If doctors in hospitals, surgeons included, lawyers, airplane pilots, ships' captains, and the employees of the BCTF can engage in collective bargaining, so should you," Dorsey told the teachers.

"If nuns and priests taking their vows and giving up what they give up can engage in collective bargaining as teachers, as they do in so many places in the country, then so should you. You should have the right to participate in your working-life decision-making; that right should be given to you. The legislation that exists as an impediment to you having those rights ought to be appealed."

Ray Worley, a member of the Bargaining and Professional Rights Task Force, then gave some further background to the recommendations proposed by the task force, which are currently being circulated among the membership for discussion prior to decision at the 1986 AGM.

Worley noted that the task force was able to achieve unanimity in its report by casting aside the terms "union" and "profession", and all their connotations, and concentrating on the facts of the position of teachers in the public school system. The basic discovery, he said, was that B.C. teachers were alone among teachers' groups in Canada in being deprived of full bargaining rights.

"What we did not find, however, was evidence that the teachers in other provinces are less dedicated to their students and more selfishly concerned with their status as employees because they have bargaining rights," he said. "We could find no proof of superior classroom performance by B.C. teachers compared to less fortunate teachers in other provinces who must bear the burden of full bargaining rights, a load which we do not have to carry."

Worley admitted that the task force's proposal for a choice mechanism — the right to choose arbitration or strike action for dispute resolution — was controversial and a mechanism most other employee groups do not have. But he pointed out: "We think that there is a tradition of arbitration for teachers in B.C., rapidly being eroded at the present, and that local associations should have maximum flexibility to choose their own course of action."

He added that the task force had rejected reliance on compulsory arbitration as an impractical alternative. "Full rights in a meaningful sense require the acceptance of the risks and tensions

inherent in strikes and lockouts," he said. "Unfortunately, discussion of this topic often ignores the fact that an overwhelming majority of the groups who bargain with this system very seldom resort to the strike or lockout route."

To review the key proposals, the task force recommends that the BCTF:

- seek full collective bargaining rights under a legislative framework combining School Act procedures specifically suited to teacher bargaining with all other matters covered by the Labour Code;
- obtain a dispute mechanism that would give teachers the right to choose

arbitration or strike action to resolve bargaining disputes;

- achieve a much greater level of teacher responsibility for and involvement in decision on teacher certification, curriculum change, student evaluation, school timetables and student placement, and evaluation of colleagues whose competence is questioned;

- and seek majority representation on a committee considering teachers' pension legislation changes and equal representation with government representatives on the committee guiding pension fund investments.

Letters

Committee Against Racism applauds steps improving native Indian housing

A recent controversy over housing for native families in the Dawson Creek area provides the BCTF Committee Against Racism with an opportunity to reiterate its position on certain issues.

First, we applaud any efforts to improve the social and economic status of Canada's first citizens. We believe that as teachers we must work with community groups to remove those obstacles which prevent native people from enjoying a full and satisfying life.

We also endorse the BCTF's stand against racism and will continue to condemn all or any practice of discrimination on the basis of race in the communities and schools of this province by any of our members.

We urge all teachers to join us in working for a society that respects the dignity of all people.

Jill Wight
Chairperson
Committee Against Racism

School staff urges total membership vote on key BCTF issues

Upon receiving the report of the Commission on Governance, dated 1984 November 28, regarding commission timelines and submissions, our staff has carefully reviewed the contents and has submitted to the commission the following suggestions in response:

1. That an attempt be made to enable the total membership to vote on all important issues, thus presenting submissions, positions and stances that would more accurately represent the feelings of the majority of the membership. This could be accomplished by amending the constitution to have voting for all officers, budgets and important issues by referendum or by secret ballot in the schools. Positions of nominees might be stated in one of the province-wide teacher publications.

2. That the executive listen to and operate according to the needs and desires of the membership, having professional aims and dealing only with issues that directly concern teachers; hence, that the organization be simplified and divorce itself from women's issues, Solidarity and other matters not related to education.

3. That the AGM be held during teaching time rather than during the spring break. Substitutes for the delegates might be paid for by the local associations. This would enable a greater variety of teachers to attend as delegates, result-

ing in a more accurate representation of the teachers of this province.

The recommendations outlined above were developed and unanimously supported by the members of our staff at an in-school VESTA meeting held on 1985 February 27.

Teana Toews
VESTA representative
Deborah Gallagher
Staff committee chairperson
Lynn Ko
Staff committee secretary
Maple Grove Elementary
Vancouver

BCTF "exceeds mandate" with abortion policy

Re Policy 42.29: That the CTF should seek to have abortion removed from the Criminal Code of Canada.

In checking the eight objectives of the BCTF I could find no mandate for deciding on moral issues. To decide by policy that "pro-choice" is right and that "pro-life" is wrong is to make a decision that the BCTF does not have the moral authority to make. This kind of decision

is normally reserved to religious institutions and a country's legislative body.

My argument is that the BCTF has exceeded its mandate by policy 42.29. It has no business trying to influence decisions that are so personal, vital and emotionally-charged.

The BCTF is fighting for survival and the last thing it needs right now is the drawing of battle lines within its own ranks between the "pro-choice" and the "pro-life" forces. (There are teachers that put this issue above the interests of the BCTF.)

The Socreds need an issue like this to discredit the BCTF and to divert attention from cutbacks in education. Many parents are upset about this policy. The "pro-life" organization is already beginning to mobilize.

Some kind of public statement to defuse the situation should be made immediately and the necessary procedure set in motion to have the policy deleted.

Charles Allen
J.L. Jackson Jr. Secondary
Salmon Arm

"Affirmative action for BCTF feared because it will work"

From page 3

was also informed that affirmative action policy was under discussion in current negotiations between the BCTF and the administrative staff union.

Noting that he had good "credentials" in working for equal opportunity for women and that he believed the administrative staff balance must be corrected, he suggested there was "a little inconsistency" in the executive putting forward this recommendation when they had had the power for several years to redress the balance.

"I wish to make it clear that we have an obligation," he said, "both to individuals and as an employer, to make sure that the implications [of this recommendation] are understood and that they do not adversely affect certain members of our staff who, through no fault of their own, happen to have been hired and to have been male."

Della Meyers (Surrey) suggested opponents of affirmative action are afraid because they "know it will work" and will lead to a situation where women hold half the BCTF administrative staff positions and possibly lead to a broader movement towards equality in society.

She said that the recommendation means that men, as a group, will have to sacrifice their hold on "powerful, influential and respected positions" and as individuals will have to face tougher competition for jobs.

"You may miss getting a job that will instead be given to an equally competent woman," Meyers said. "This is a reality ... Women have been sacrificing for a long time to the power of men, now we're asking men to sacrifice some of their privilege to equality and unity."

In opposition, Dale Gregory (Coquitlam) objected that the recommendation left an impression of reverse discrimination.

"One would hope that qualified women have not been bypassed in hiring in the past," he said. "However, two wrongs do not make a right. If the qualifications of two applicants are deemed to be equal and one of them is a female, I see nothing wrong with giving preference in that situation to the female applicant. What I do not want to see is a more highly qualified male losing a chance at a BCTF position only because a lesser qualified female has also applied for that position."

Gregory said it was clear there was an imbalance and that it must be addressed. "I can only assume that qualified women have not applied, for I'm sure that this executive would not pass over a qualified female applicant," he said. "It is probably a recruitment problem rather than being a case of inequality of treatment."

Kay Howard (Mt. Arrowsmith) pointed out there is no dispute over correcting the imbalance — existing policy commits the BCTF to that — but what is needed is recognition that that policy is not working — and that the present recommendation is designed to translate the federation's commitment into action.

"We cannot expect to succeed in promoting equality in our work places if we, as employers, are not achieving equality in our own organization," Howard said. "Yes, in the future, there may be an occasion when a well-qualified and capable male applicant is passed over. However, there have been many occasions in the past when very capable women have either been passed over or, more likely, have not even bothered to apply. There are more qualified women with experience in federation business now than ever before. We are on record as supporting the hiring of women on our own staff; now we must find ways of actually hiring women to achieve our goal. We must implement our policy."

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"No time for minute fee changes"

From page 2

our economic base in the federation, it is now. This is not the time to be making minute changes in our fee."

Allan Garneau (Vancouver administrators) proposed an amendment to change the basis of fee calculation from "actual salary" back to "mean salary of the active members."

He argued that since the BCTF changed to the percentage fee calculation there has been "an expression virtually annually of disenchantment" and suggested that the federation should go back to the flat fee scheme in the interest of fairness as "a lot of the members who are paying the higher fees in this organization probably account for fewer of the benefits received in terms of actual expenditure of the federation."

Both amendments failed and the meeting adopted the status quo fee proposed by the executive and RA.

In review, the main AGM decisions on 1985-86 membership fees were that:

- the active membership fee would be 1.05 per cent of actual salary, plus .2 per cent allocation to the reserve fund;
- the fee for operation of the Salary Indemnity Fund would be (in addition to the active membership fee) .55 per cent of actual salary, up to a maximum of \$50,000, plus the employee's share of reduced employer UIC contribution;
- the fee for voluntary active membership would be \$25;
- the fee for voluntary active members who are substitute teachers would be \$25, payable in two equal six-month instalments;
- the fee for members who are or who become unemployed may be waived on request according to procedures authorized by the executive;
- the fee for associate membership would be \$25.

The AGM also set as an objective that the BCTF achieve a balance in the reserve fund of \$5 million.



Finance Committee chairperson Mike Duffey ... fee reduction needed to halt "growth for growth's sake."

Pension policy reforms aimed at giving retirees security

From page 3

right is one answer to this problem, he said.

"If we don't reduce the vesting period significantly," said Sullivan, "then we are condemning many of our fellow teachers to the same kind of poverty 20 to 25 years down the road that exists now [among the elderly] — and I don't think that's acceptable."

A number of delegates opposed the lock-in feature as being discriminatory to temporaries, substitutes and many young teachers facing layoffs, as it would deprive them of access to their pension contributions, as a kind of forced savings, which they now have under present regulations.

"It is ironic that the federation would

see it as helpful to take away perhaps the only savings account that these people have access to," said Christine Fultz (Vancouver secondary), in speaking against the measure. "It's untimely and it's unfair."

Sullivan acknowledged that many young teachers who get laid off face desperate financial situations.

"That is unfortunate, but our responsibility is to look to their retirement years," he said. "Are we to merely trade off poverty now for poverty in old age? Surely that isn't acceptable, surely we have to do something now for those laid-off teachers — but surely that is not to deny them a secure old age."

Following this debate, the AGM went

on to approve amendments to policy statement 27.01 section B to the effect that:

- pension benefits be vested in each plan member after 11 months of contributory service;
- contributions be locked-in, when vested, to the plan or to a reciprocal pension plan or to a locked-in RRSP until the plan member retires or dies;
- pensions be payable for the longer of five years or the lifetime of the pensioner, payments to be made on the option of a 10-year guarantee, a 15-year guarantee, joint life and last survivor, temporary annuities in the amount of the Old Age Security and/or Canada Pension Plan benefits or any combination of these;
- and that reinstatement of past service be permitted only for those members who took refunds prior to the legislation which compelled a lock-in of contributions.

Vacancies

WCOTP Post Conference Task Force

Five members to assist in planning the 1986 WCOTP post conference. Conference theme will be peace education.

CTF AGM Task Force

Five members from the Lower Mainland to assist in planning the 1988 CTF Annual General Meeting to be held in Vancouver. Application deadline is May 1.

CTF Committees

Ad Hoc committee on Teacher Education and Ad Hoc Committee on Equality Rights in Education — one BCTF nomination for each committee is to be forwarded to CTF for selection. Each group will meet twice during the 1985-86 school year.

Ministry of Education Textbook Advisory Committee

This posting first appeared in the March 6 BCTF Newsletter; we are reposting for one BCTF member to participate in this committee which has as its main function the examination of challenged prescribed and authorized textbooks and making recommendations to the ministry concerning the continued use of such texts. Application deadline is May 6.

Bargaining Co-ordinators

For North Central, Fraser Valley, North Coast, North Okanagan. Application deadline is May 1.

PDAC Co-ordinators

Professional Development co-ordinators are required for Metro and Vancouver Island South. Applicants must be nominated by a local association within

their zone or by the district council. Application deadline is May 20.

BCTF Committees

BC Teacher Editorial Board (1 vacancy); BCTF Newsletter Editorial Advisory Board (1); Finance Committee (1); Income Security Committee (2); Investigation Committee (3); Judicial Committee (3, deadline May 15); Labor Affairs Advisory Committee (1); Ombudspersons (1 for North Central/Peace River/North Coast, 1 for Okanagan/Central Mainland); Pensions Committee (4); Policies and Procedures Committee (2), P & P as corresponding member (1); Professional Relations Advisors Committee (1 elementary teacher, 2 secondary teachers, 3 secondary administrators); Committee Against Racism (2); Committee on Rights of Children (1); Status of Women Committee (1, deadline May 1); Task Force on Microtechnology in the Schools (2); Teacher Education Committee (2); Teacher Personnel Committee (3); W. R. Long Memorial Fund Committee (2).

Please note that members may not serve on more than one of the BCTF Executive Committee, Judicial Committee, Investigation Committee, Ombudspersons, or Federation Appeals Board at one time.

Application deadline is May 31 for all of the above vacancies, unless otherwise stated. Please check your March 13 newsletter for more detailed information on some of these committees. All applications should be submitted on BCTF curriculum vitae forms which are available from your local association president or from Jacquie Boyer at the BCTF office. There may be more vacancies posted in

the next newsletter. For more information, please call Jacquie Boyer.

New BCTF Committee

Working and Learning Conditions Committee. Although this committee's name will be the Working and Learning Conditions Committee, it is actually structured to allow for amalgamation of the Education Finance Committee and the present Working and Learning Conditions Committee. This nine member committee will have as its terms of reference:

- to recommend policy proposals including revisions in the areas of education finance and working and learning conditions to the Executive Committee;
- to advise the executive and Bargaining Committees on strategies and tactics concerning education finance and negotiating working and learning conditions;
- to gather and study information on the provision and allocation of human, material and financial resources to the school system and the quality and equality of learning opportunities provided to students;
- to increase member awareness of education finance and learning and working conditions through publications, conferences and workshops;
- to name a representative to the Bargaining Committee;
- to assist in providing services to locals.

Application deadline is May 31. Applicants should be prepared to attend the June 21-22 meeting of the new committee. Appointments are scheduled for the June 14-15 Executive Committee meeting.