

AGM calls for full bargaining rights

B.C.'s teachers must be given full collective bargaining rights and more professional responsibility if they are to fulfill their role, the Annual General Meeting has concluded.

This was the key decision of the 70th annual meeting attended by 667 delegates from March 30 to April 1 at the Hyatt Regency Hotel, Vancouver.

After making a few minor amendments and with little dissent, the AGM adopted a detailed series of recommendations developed by the Bargaining and Professional Rights Task Force. The recommendations had been brought forward by the Executive Committee and Representative Assembly, which had reviewed and modified the proposals

over the past year.

The AGM adopted the bargaining and professional rights recommendations subject to ratification by the members of the BCTF. All teachers will be asked to vote on ratification of these proposals in local association general meetings to be held by May 1, 1986.

"This has been the most exciting jour-

ney of our careers," said Mike Gregory, task force chairperson, in introducing the recommendations.

He said that the lengthy process of developing the recommendations had been "an exercise in fundamental self-definition," an attempt to define exactly

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Clarke: "nightmare" must end

Time for new policy — or new gov't

If the current "nightmare" in public education is to end, there must be change in the provincial government's policies — or a change of government.

This was the message outgoing BCTF President Pat Clarke brought to the 70th Annual General Meeting.

In an opening address laced with satirical humour, he attacked the "nightmares" the Bennett government has created in education.

Clarke described the new Fund for Excellence as a "symbol for all of the elements of the nightmare we know as government policy in the B.C. education system: it centralizes power, it insults school boards, it is duplicitous, it is misguided, it is politically motivated, it is intended to create strife and confrontation in the education system."

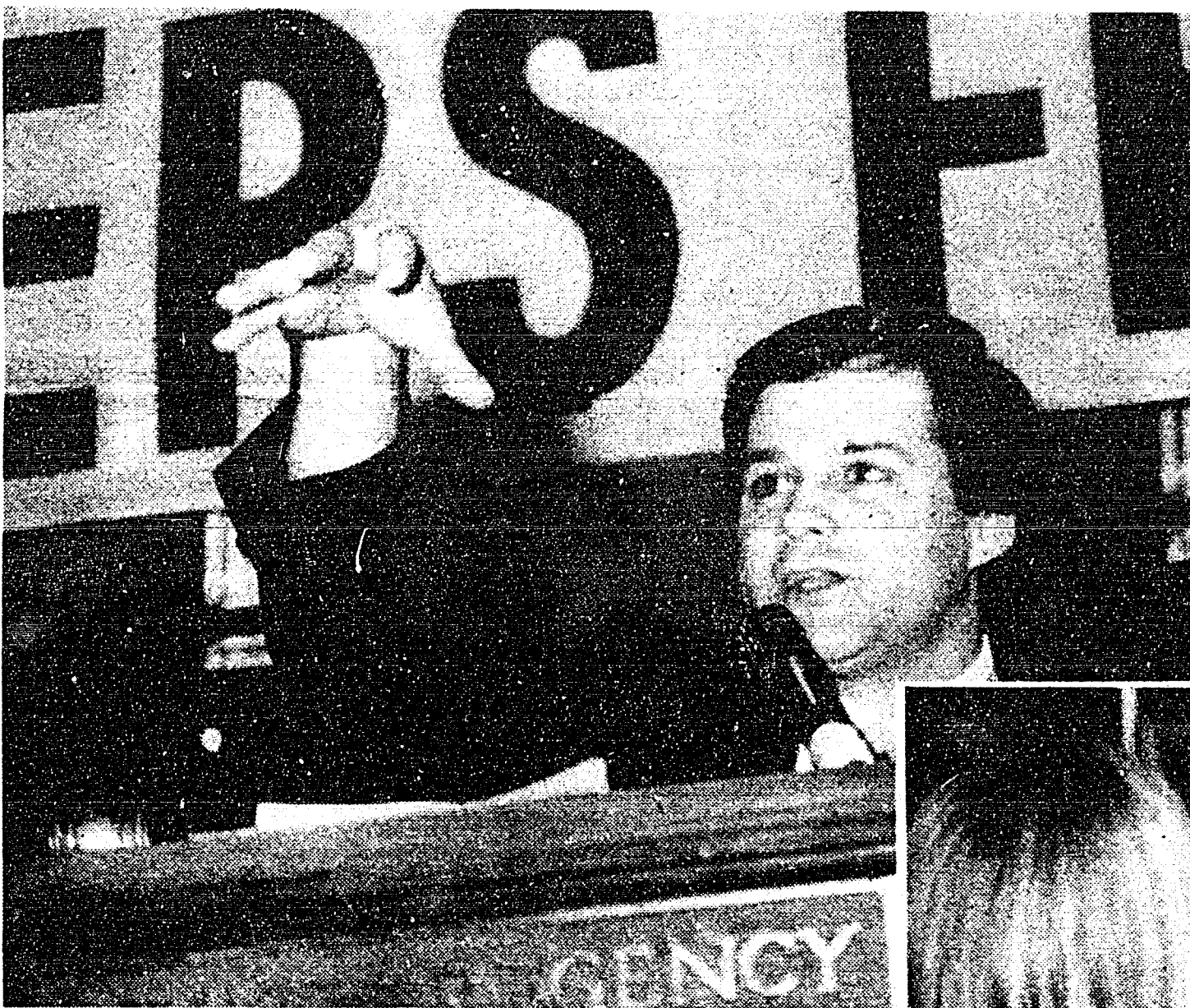
He pointed out that the fund is primarily made up of money which should have been paid to school boards from non-residential tax revenues collected by the government, but because it was not paid boards cannot provide basic services and — with 60 of them submitting needs budgets — the education system faces another crisis.

"What we are going to get now is Bill Bennett-style crisis management: create a crisis, then manage it," said Clarke. He explained that if the Bennett-created crisis forces boards to raise taxes, then the

premier can pose as a saviour, coming to the rescue with the Fund for Excellence.

Reminding AGM delegates that the Fund for Excellence had so far been mainly used to pay for essentials such as

textbooks, Clarke slammed it as a "ridiculous and piddling fund — piddling when you compare it to the damage done" — cynically intended to be exploited in Social Credit's re-election plan.



Outgoing President Pat Clarke (above) ridicules government's "piddling" Fund for Excellence in an AGM address, while (right) President-elect Elsie McMurphy faces reporters' questions.

Clarke quits teaching—page 3

Clarke pointed out that his "real nightmare" was that a few months or a year from now there would be an election and "everything stays the same: same premier, same government, same policies." He stressed that this was not a prediction, but a warning of a possibility that teachers must work to avoid.

"For our sake, for the sake of children and public education," Clarke declared, "there has to be a change, if not in the way this government governs — then in the government."

Up to now, teachers have successfully made education a public issue that politicians must respond to, he said, and the challenge is to maintain this pressure. But he warned that the closer to an election, the more likely the government will "foment a confrontation with teachers" as part of a general effort to push public service workers into a fight with

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McMurphy elected president

Elsie McMurphy is the new president of the B.C. Teachers' Federation.

Delegates to the Annual General Meeting chose her to lead the federation for 1986-87 over Margaret Woodlands (Richmond) by a margin of 421 to 231 votes. McMurphy, who has been First Vice-President for the past two years and a member of the Executive Committee for five years, will replace Pat Clarke, who has served as president since 1984.

Elsie McMurphy will be only the fourth — the first in 21 years — woman president in BCTF's 70-year history. The others were Isobel Cull (1964-65), Mollie Cottingham (1957-58) and Hilda Cryderman (1945-55).

On election, McMurphy thanked her supporters, praised the contributions of predecessors Pat Clarke and Larry Kuehn, and paid particular tribute to the

Status of Women Program for expanding opportunities for women members of the federation.

"I hope that my election as president will signal further opportunities for women's involvement and leadership," she told delegates. "I am awed and honoured to be what I hope will be just the first of a long majority of women presidents."

Later in an interview with reporters, she said that under her presidency the federation would continue to press its current fight for adequate funding for education, return of local autonomy to school boards and for the establishment of a fair bargaining regime for teachers.

Asked what message she might have for Premier Bill Bennett, McMurphy replied: "My only message would be that I hope, as every president in the past has hoped, that there will be some ground for

common work toward the development of an education system that can meet the needs of the public and of students. I don't think that the BCTF has ever failed to try to make those approaches, to try to open those avenues of communication — and I guess hope springs eternal that someday they will be reciprocated."

Elsie McMurphy, 39, has had 18 years experience as an elementary teacher and teacher-librarian. When she is not involved in federation business, she commutes to Sidney where her husband, industrial education teacher Graham Rogers, and three stepchildren, live.

In the other Executive Committee elections, Alan Crawford was elected First Vice-President. Crawford, a Vancouver elementary teacher who has been on the executive three years, serving this

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STA reviews position after injunction halts job action

At press time, Surrey teachers were increasingly determined to obtain a continuation of their seniority agreement in the face of Bill 35, an intransigent position by the employer, and the school board's decision to obtain an injunction against the teachers' proposed half-day study session.

While the school board had not given notice to renegotiate the seniority agreement and had proposed no changes to it, board negotiators refused to sign the normal "roll-over" memorandum, holding out the threat of Bill 35 to obtain concessions in other areas of negotiations.

Angered by the inflammatory position of the board, the STA Representative Assembly recommended a rotating half-day study session on three successive days.

The plan was halted when the school board sought an injunction in B.C. Supreme Court on April 9. Chief Justice Allan McEachern issued an order both prohibiting Surrey teachers from withdrawing teaching services during school hours, and restraining any actions calculated to bring about the withdrawal. However, in granting the injunction, he noted that if the school board had no changes to propose to the seniority agreement, it should be easy to arrive at a statement to that effect.

As the injunction was being issued over 1,000 Surrey teachers met to decide on their next step. They voted overwhelmingly to:

- immediately commence an "instruction only" campaign;
- hold a general meeting/rally outside the next school board meeting on April 17;
- press in negotiations for the seniority roll-over, a fair salary increase, and working condition improvements.

Another general meeting is set for April 23 to consider further action.

STA President Brian Porter said it was a "frightening proposition" that the board would obtain a court order which prevented them from even discussing the full range of action needed to obtain legitimate rights. "We will do whatever is open to us to get the board to keep its promise to renew the seniority agreement," he said.

Terrace job action to get full BCTF support

The BCTF is throwing its full support behind the Terrace teachers' three-month job action aimed at getting maximum class sizes specified in their contract.

Delegates to the Annual General Meeting strongly endorsed a recommendation, proposed by President Pat Clarke and executive member Karen Harper, calling on the federation to give organizational and financial support to the Terrace District Teachers' Association, and for the Executive Committee and Representative Assembly to develop and implement support actions. As adopted, the motion also urged locals to communicate their support to the TDTA, its school board and to their own boards.

In urging adoption of the recommendation, First Vice-President Elsie McMurphy described the Terrace teachers' instruction-only campaign as "one of the more signal things" that has happened in the federation recently. "I rank this right up there with the increment and Bill 35 battles that we have been fighting," she said. "It is extremely remarkable and laudable that the Terrace teachers are taking action in support of what we believe to be our professional prerogatives."

Praising the Terrace teachers' determination in a difficult fight, Peter Northcott 2/APRIL 15, 1986

Editorials back teachers

Province: give teachers full bargaining rights

If the Bennett government is alarmed about B.C. teachers wanting to become fully-fledged trade unionists, with the right to strike, it has only itself to blame.

It can't target the teachers for the most draconian restrictive legislation in the country and expect them to take it lying down forever. The government may think it has the choice of granting or not granting collective bargaining rights. But bargaining rights for teachers are inevitable in the long run.

There is no other way for workers to respond to determined and unconscionable attacks by any government. The B.C. teachers must circle the wagons and do what is necessary to protect themselves.

It's not just a matter of education quality any more, although the teachers began fighting back initially to

prevent the schools being hurt. It's a matter of self preservation. If the teachers have anything still to offer education they can offer it only pride and commitment. As the targets of ill-advised teacher-bashing they can't do that. They have to fight back.

The teachers can no longer harbor aspirations as a profession in the old sense. Unlike accountants, doctors or lawyers, they don't control entry into their occupation or set the rules of practice or discipline out-of-line practitioners.

They can only negotiate with school boards or make submissions to government on their conditions of employment. The B.C. Teachers' Federation decision this week to submit a proposal for full bargaining to a membership referendum is a salutary recognition of reality. The referendum is

expected to pass by a large margin.

Full bargaining, including the right to strike, should also be welcomed by the school boards. There would be bargaining rules, as there are with the trade unions, bringing reality to a situation which right now is haphazard and dangerously undefined. Both sides would have control over their situations. Disputes now go to arbitrators who may or may not have the interests of the boards and/or the teachers at heart.

Collective bargaining would be better for all concerned. Teachers in the rest of Canada have bargaining rights. Victoria may try to remain in the 19th century by withholding those rights in B.C. But sooner or later it will have to give in. It should do so sooner.

— editorial, *The Province*, April 2, 1986.

Sun: right to strike or fair arbitration

It isn't the first time delegates to a B.C. Teachers' Federation convention have voted to demand the right to strike, but support for the idea among teachers is clearly growing stronger and that can mean only one thing: more and more teachers are getting angry with the government.

Whether the public would agree that teachers should enjoy the same striking privileges as other public servants is a moot point. A majority of teachers may not even favor the strike weapon; that will be determined in a province-wide referendum. In any case, as outgoing BCTF president Pat Clarke has conceded, the present government is unlikely to give the teachers what the federation wants.

But the growing militancy of the

teachers should not come as a surprise to the government if it considers the unfair situation into which they have been forced in recent years.

Traditionally teachers in British Columbia have willingly forgone the right to strike because they have had a substitute: a system of binding arbitration that automatically clicks in when they are unable to reach negotiated settlements with the school boards. They have had their problems with the system — it has not, for example, allowed them to bargain for working conditions — but by and large it has been acceptable.

Acceptable, that is, until the government virtually took the strike substitute away by allowing compensation stabilization commissioner Ed

Peck to overrule arbitration awards.

The result is that the whole process has become an elaborate charade in which the teachers have little or no power to influence the outcome. And unlike other public employees, they cannot legally withdraw their services as a last resort. No wonder they have been doing a slow boil.

What the government must do, if it does not grant the teachers the right to strike — along with the other rights and obligations that go with union status — is to restore some fairness to the arbitration process. Otherwise there is more trouble in store for the province's already troubled education system when the teachers' anger spills over.

— editorial, *The Sun*, April 2, 1986

Terrace local had had an article in contract for four years laying down maximum class sizes but it had not been adhered to during that period because of an escape clause allowing the district not to comply if it lacked sufficient funds.

But Terrace teachers are fed up with this situation he said, and are determined to get class size maximums fixed in contract with a grievance procedure for violations — with no escape clause.

Eades said that the local saw a recent glimmer of hope in the fact that the board has submitted a needs budget \$1.2 million over the provincial government guidelines. "If they got that," he said, "that would come very close to providing sufficient staff to meet the class size standards."

He said he hoped that by the next negotiating session on April 15 the board would have news of a larger budget and be prepared to settle the dispute. If there is no satisfactory solution by that time, the membership will have to seriously consider what action to take next, he said.

"I can't see any softening in our stand," Eades said. "The Terrace teachers are fully aware of the importance of their action. We are committed to continue our job action until we reach a settlement which will stand the test of time."

Members to vote on bargaining scheme

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what teachers want in bargaining and professional rights.

The task force's proposals seek to remedy the present situation, he said, whereby B.C. teachers have little say in professional matters and are denied full collective bargaining rights. Gregory pointed out that the recommendations for full bargaining rights for teachers — including the right to strike — are by no means radical, as other unionized workers, professional groups and teachers in other provinces have had these rights for years.

"Full bargaining rights and professional recognition are essential to what it means to be a teacher," said Gregory.

During debate, an amendment was proposed to require bargaining for salaries and benefits to be conducted on a province-wide basis with the government, rather than at the local level with school boards.

Speaking in support, Alison Kirkley (Surrey) argued that local autonomy had become "a smokescreen by the government to further reduce its responsibility to fund public education." She maintained that the present system, with the government forcing local boards to raise taxes to provide basic services, which do not include salary increases, puts too heavy a burden on local taxpayers and is frustratingly ineffective. Kirkley said teachers should bargain with the provincial government which has the ability to pay.

Don Crowe (Central Okanagan), a member of the bargaining and professional rights task force, told the meeting that the task force had considered the concept of provincial bargaining for salaries and benefits, but had rejected it. "We found that it was best to bargain

with local employers," he said. Crowe pointed out that many issues arise that are complicated and specific to local situations and "you can't go trotting off to Victoria to solve all the problems of employees." The provincial bargaining amendment was defeated.

The recommendation for ratification by the whole membership also prompted considerable discussion.

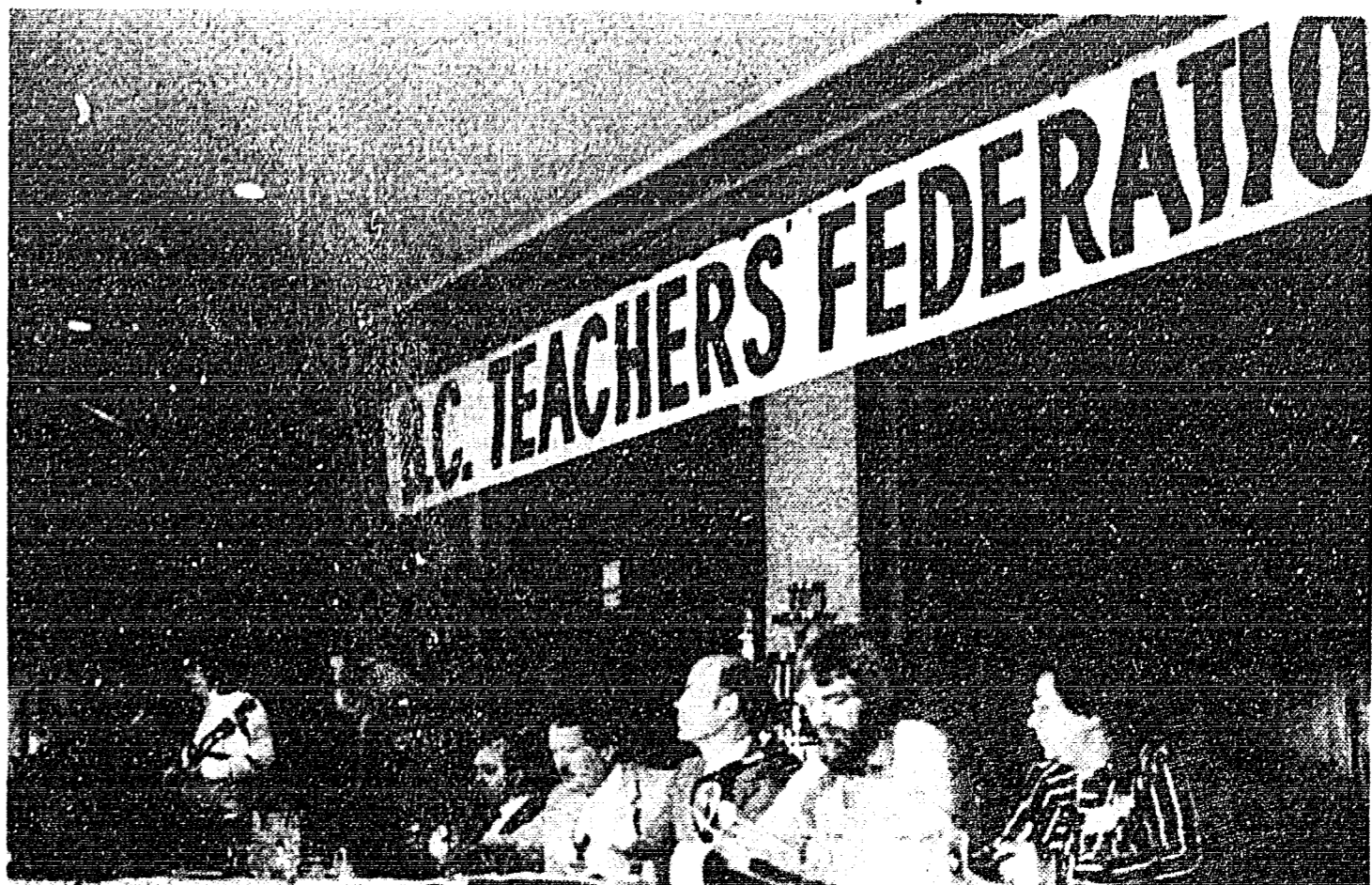
Allan Garneau (Vancouver administrators) questioned whether there was authority for this process in the by-laws and expressed concern with its impact on federation decision-making.

"This sets a precedent for an action by

this body which, up to this point, has been considered the final place where decisions are made," he said.

Jim MacFarlan (Burnaby), a member of the task force, countered that the by-laws do provide the option for the federation to hold referenda as another means of decision-making. He said that because "these are such a unique set of recommendations," the task force felt this process was needed.

MacFarlan argued that the essence of the report was directed at increasing democracy in teachers' working lives and that this was reflected in the proposed ratification process.



Fielding questions at the AGM were Bargaining and Professional Rights Task Force members (seated, left to right) chairperson Mike Gregory (Vancouver secondary), Jim MacFarlan (Burnaby administrators), Don Crowe (Central Okanagan), Ray Worley (Vernon) and Shirley Bonfield (Alberni). The task force also included Pauline Galinski (Powell River), Ghamin Harris (Kamloops), David Mitchell and Norm Prince (both Vancouver Island North).

Clarke decides to quit teaching

BCTF President Pat Clarke has decided to quit teaching because of the damage the provincial government has done to the public education environment in British Columbia.

Clarke announced his career decision in an address to the annual meeting of the B.C. School Trustees Association in Vancouver on April 12. His term as full-time president of the federation expires at the end of June and it would have been customary for him to return to his teaching position in Kelowna, but he told the trustees that he had decided not to return to the classroom. Clarke has accepted a position with CUSO.

"My reasons for leaving teaching are not in the strict sense personal," he told the meeting, "they are entirely related to what has happened to teaching and to public education in this province."

Since he would no longer be employed in teaching, Clarke said he felt he was now able to offer some blunt, dispassionate comments about the prospects of education.

"Unless there is a significant change in the way teachers are dealt with as employees by their employers, provincial and local, there is going to be a major and protracted war between teachers and their employers," he warned. "That war will take the form of instruction only campaigns, withdrawals of service, demonstrations, marches on Victoria, court battles. In short, the kind of confrontation that has occurred whenever any group begins to develop the feeling, as teachers in B.C. are rapidly coming to, that they have little left to lose. No free collective bargaining; no established right to negotiate working conditions; no satisfactory or fair dispute resolution mechanism. In their view continuing to be consistent victims of arbitrary, draconian and prejudicial legislation."

Clarke suggested that it might be easy

to dismiss warnings about growing teacher discontent with various rationalizations — that it's just the nattering of malcontents, or the result of political involvement — but such rationalizations are now part of the problem. He said they seem to reflect "a determination on the part of those who employ us to keep us as the lowliest class of teacher, in terms of our rights as employees, as exists in this country."

He said trustees who doubt his words should consider the change in teacher attitudes displayed at recent BCTF annual general meetings.

"Three years ago the federation narrowly passed, after a prolonged emotional debate, a motion at an AGM which had the effect of calling for the right to strike," he said. "Two weeks ago a similar motion was carried by another annual meeting without debate other than that the motion should be more strongly worded, without dissenting

vote. What that tells me is that teachers are fed up and have come to believe that if they were treated fairly once, they are not now, and they are more prepared than ever to fight for that right to be treated fairly and equally. What teachers at that meeting decided, and what I am certain a resounding majority in local meetings later this month will decide, is that like nurses, like college teachers and others, public school teachers are a union of professional workers and will no longer accept a special treatment which has over the past few years simply become discriminatory treatment."

Teachers recognize that the real solution to the crisis in education must come through provincial legislation, said Clarke, but trustees could also do a great deal to stave off the gathering storm of discontent.

"As trustees, I believe you should be responding to your responsibility to be

"The task force report represents a unique and very special kind of recommendation to this Annual General Meeting," he said. "The recommendation on the ratification process does not reflect in any way a lack of confidence on the part of the task force in the traditional processes of governance of the organization or in the ability of the Annual General Meeting to make decisions, but we realize that this is a very far-reaching document which affects the bargaining and professional lives of every one of our members. We also think that the process of ratification is one which requires membership involvement, not only involvement in the discussion and debate but active participation in the vote for ratification."

The key elements in the recommendations coming before the membership for ratification propose that:

- local teachers' associations be given full rights to bargain teacher salaries and working conditions with local school boards;
- teachers be given statutory recognition of wider professional responsibilities in such educational matters as certification, instructional methods, curriculum, evaluation of pupils and teachers, and school administration;
- an effective dispute resolution mechanism be established which includes the right of teachers to elect to resolve an impasse by either arbitration or legal withdrawal of services;
- and that these goals be achieved by broadening the School Act and by including teachers under coverage of the B.C. Labour Code.

The complete bargaining and professional rights recommendations are available through staff representatives and local associations.

Co-op merger proposals unveiled

Members of the Teachers' Investment and Housing Co-operative will vote May 11 on a proposal to merge most of the assets of the Co-op with Discovery Trust Company of Canada, a subsidiary of CanWest Financial Corporation.

Discovery Trust, formerly a subsidiary of the Co-op, was purchased at the end of March by CanWest Financial Corporation, a unit of the CanWest Financial Group controlled by Winnipeg financier, I.H. Asper.

The Co-op filed a holding proposal on November 4, 1985 and its affairs are being supervised by an interim receiver, Martin Linsley of Coopers and Lybrand Limited.

The merger plan involves the making of an amended proposal under the Bankruptcy Act to the Co-op's creditors

which, if approved, must be confirmed by the court.

If the plan is accepted, approximately \$200 million of mortgage and real estate assets of the Co-op will be transferred to Discovery Trust and associated companies, in exchange for cash, common stock, and guaranteed investment certificates, and mortgages totalling the same amount.

- The highlights of the plan are that:
 - the Co-op will merge its interests with CanWest Financial Corporation by selling substantially all of the Co-op's assets to CanWest, its subsidiary or associated companies, and will then cease to exist as an operating entity;
 - most Co-op assets qualified to be owned by a trust company will be purchased by Discovery Trust;
 - remaining assets (real estate, com-

mercial mortgages, and fixed assets) will be purchased by two CanWest subsidiaries and will be secured by mortgages for the benefit of creditors;

- these remaining assets are planned to be sold in an orderly fashion within five years, with the proceeds going to the creditors;
- Co-op members whose funds were frozen should receive, for each dollar of unsecured claim:
 - approximately 51 cents deposited with Discovery Trust (4 cents in a demand savings account, 47 cents in a guaranteed investment certificate, interest-bearing and insured by the Canada Deposit Insurance Corporation);
 - approximately 3 cents converted

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BCTF Newsletter

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CLIVE COCKING Editor

The BCTF Newsletter is published by the B.C. Teachers' Federation pursuant to policy statement 36.26 in the *Members' Guide to the BCTF*. The Newsletter Editorial Advisory Board, which reports to the Executive Committee, serves in an advisory capacity, assisting the editor in interpreting and implementing newsletter policy.

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

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Alan Crawford elected First Vice-President

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past year as Second Vice-President, narrowly defeated Mike Lombardi (Coquitlam) for the position by 340 to 319 votes.

Lombardi, president of the Coquitlam Teachers' Association, decided to drop down to the contest for Second Vice-President. Margaret Woodlands had earlier declined to run for other positions.

It took two ballots for the AGM to elect a Second Vice-President. The first ballot failed to produce a winner but resulted in Colin Scott (Prince George), who placed third, being dropped from the next ballot, pursuant to the standing rules of order.

On the second ballot, **Moira MacKenzie** was elected Second Vice-President, closely defeating Mike Lombardi by 338 to 318 votes. MacKenzie, a former Surrey Teachers' Association president, moves up from member-at-large. Both Lombardi and Scott allowed their names to stand for the member-at-large race.

There was a protracted contest for the member-at-large positions. **Richard Hoover** (Burnaby) was the only candidate elected on the first ballot, receiving 336 of 657 valid votes. The second ballot was indecisive, but **Colin Scott** was elected on the third ballot, receiving 370 of 655 valid votes. The fourth ballot produced the final two members-at-large, **Jacqui Worboys** (Kitimat), with 336 votes and **Mike Lombardi**, with 349 votes out of 661 valid votes cast.

Unsuccessful in seeking member-at-large positions were: Steve Cardwell (Kitimat), Maureen Ciarniello (West Vancouver), Kay Howard (Mt. Arrowsmith), Gary Robertson (Victoria) and Ron Warder (Sooke), who had been nominated from the floor.

Following the elections, tribute was paid to outgoing President Pat Clarke for his leadership. On his part Clarke thanked his predecessor, Larry Kuehn, his executive colleague, Elsie Murphy, his administrative assistant, Jacqui Boyer, the federation staff and the membership as a whole for their support. "You've all been a wonderfully supportive group," he concluded, "thank you all very much — I'll never forget you."

Education to be made an election issue

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the government to get "an instant election issue."

But Clarke warned the premier that the BCTF did not intend to be his "convenient bogey-person," and that it would not allow itself to be drawn into such a confrontation but would continue working with its allies among trustees and parents to make the public more aware of the crisis in education. He said that, as part of this approach, the federation was developing an education audit that would describe in detail the damage that cutbacks had done to the school system.

"When an election is called, we are ready to make every politician stand front and centre for education," Clarke said. It will be a vital opportunity, he added, to gain support for the vision of a child-centred, community-based school system, maintained by self-directed professional teachers. "We have a strategy for this election that we hope will help us realize that vision, but it depends on teachers really recognizing this time and being prepared to stand together — to make a collective commitment that will persuade politicians that this time, more than any other, teachers will be a force to be reckoned with."

4/APRIL 15, 1986

ANNUAL GENERAL MEETING

Need for new education blueprint greatest challenge facing teachers

The greatest challenge facing teachers today is to engage in a public dialogue aimed at creating a new blueprint for education, says Frank Garrity, president of the Canadian Teachers' Federation.

This is essential if the "growing utilitarian view of education" is to be countered, he told the Annual General Meeting.

"Far too many critics of education are caught up in the cult of accountability, believing that excellence in education can be achieved by tightening the screws on teachers and children through increased evaluation, measurement and testing," Garrity said. "In essence, in the last number of years we've become a profession under pressure, a profession witnessing the devaluation of education in this country."

Educators, individually and collectively, must continue to press for a higher priority to be placed on public education, he said.

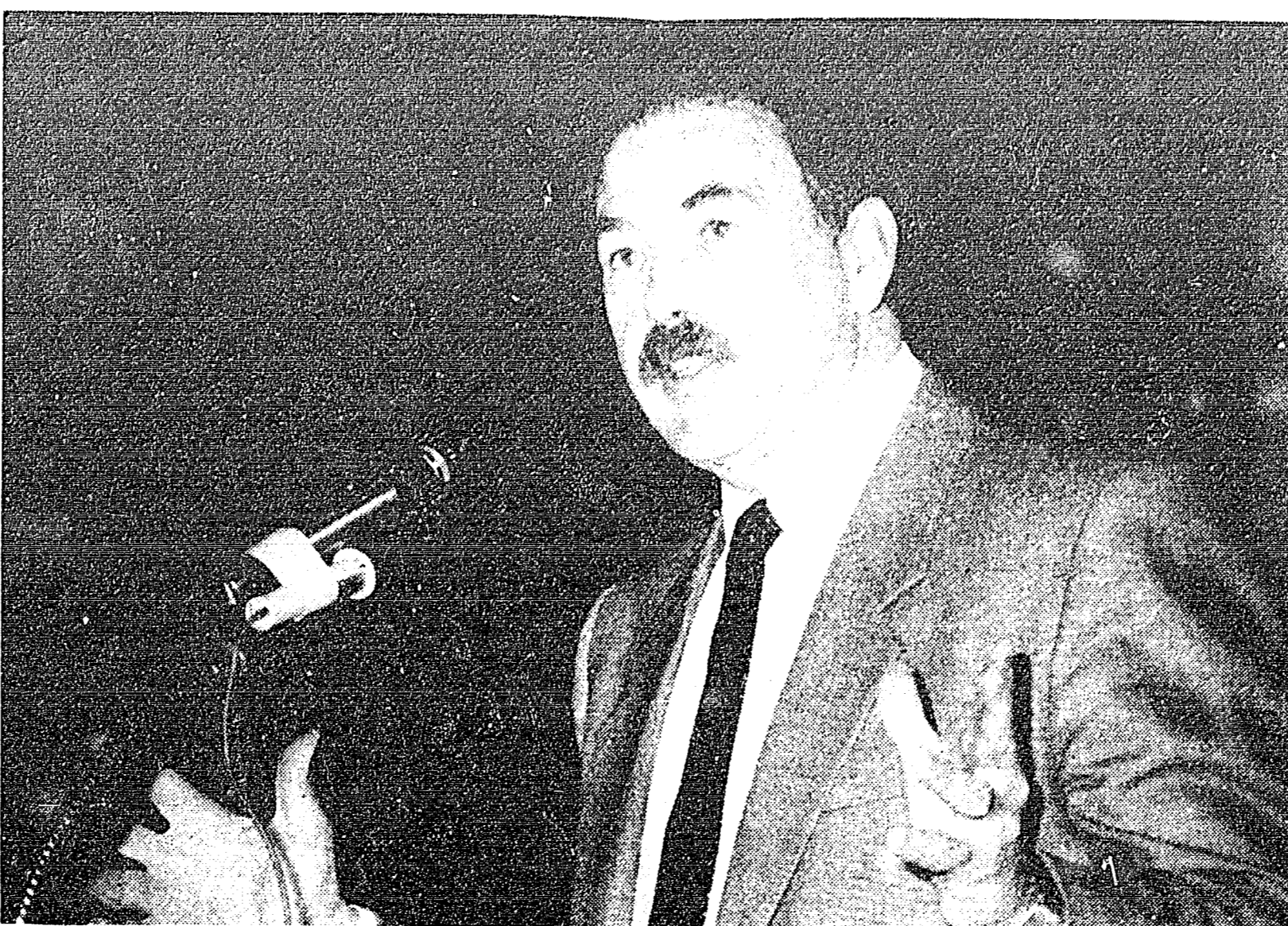
"The greatest challenge facing us today as educators," said Garrity, "is to engage the public and the politicians in

an ongoing dialogue for the purpose of forging a new blueprint for education, a positive and necessary vision of what education is, can and should be."

The CTF president also attacked the trend of provincial governments to "scapegoat" teachers by enforcing rigid wage restraint and imposing settlements in denial of free collective bargaining.

"B.C. certainly continues to be the most flagrant example in this regard," he said. "It is absolutely incredible that a government can continue to ignore the international community and ILO judgments."

Following his address, Garrity formally presented a national Hilroy Award to Charles Hou, a Burnaby North Secondary School social studies teacher, for developing an innovative mock trial of Louis Riel as a means of combining the teaching of history and law.



New policy supports teachers dealing with controversial topics

The BCTF has enunciated a policy on academic freedom designed to support members dealing with controversial issues in the classroom.

The AGM strongly endorsed a set of principles of freedom of inquiry recommended by the Executive Committee.

Executive member David Denyer told the meeting that the statement would fill an important gap, as until now the federation had no policy on academic freedom. He said that members had assumed that they had this freedom, but it was vital that this be defined in policy.

Speaking in favour, Kay Howard (Mt. Arrowsmith) pointed out that teachers dealing with controversial issues in the classroom are open to various punitive actions. She said the policy was needed to establish the right of students to free inquiry, give support to classroom teachers and provide guidelines for dealing

with controversial issues in the classroom.

Arguing that the recommendation was not complete, Allen Garneau (Vancouver administrators) pointed out that the proposed policy failed to note that teachers have a shared responsibility with parents in deciding what is appropriate in the classroom. He said it would be "arrogant" to adopt the recommendation without an acknowledgement of such accountability.

In the end, the AGM adopted the proposed principles of academic freedom without amendment. In its key points, the policy declares that:

- study of, and inquiry into, controversial issues is a fundamental right of B.C. students;
- scheduling, organization and execution of programs of study or inquiry into controversial issues is a fundamental right of B.C. teachers;
- teachers have the fundamental right to select the approach and resources they consider appropriate in presenting materials and topics;
- teachers adhere to guidelines in selecting resource materials aimed at ensuring high standards of accuracy, appropriateness and balance of viewpoints;
- and that the BCTF opposes the arbitrary or unilateral removal of learning materials or units of study.

AGM streamlines BCTF governance procedure

Some improvements in BCTF governing procedures were approved, but no major changes were made in governing structures, when the AGM considered the report of the Commission on Governance.

One significant change which the commission presented for debate but, being divided, did not recommend, called for Executive Committee members-at-large to be elected on a zonal basis proportionate to membership in each region. This was the focus of considerable discussion, with some delegates urging its adoption as ensuring that more diverse views and geographical interests would be represented at the executive table; others opposed the change as unnecessary, maintaining that the present system produces a generally representative geographical balance of executive members. Delegates voted not to make this change.

The meeting also declined to adopt a recommendation calling for the position of second vice-president to be abolished and replaced on the executive by another member-at-large.

Among the governance proposals adopted were recommendations that:

- following consultation with the RA, the executive recommend annual priorities to the AGM;
- representatives to the Representative Assembly be called "local association representatives" rather than "geographical representatives;"
- the BCTF continue to expand the staff representative network;
- and that task force and committee recommendations that differ from Executive Committee recommendations should be available to the appropriate decision-making body.

BCTF reaffirms role in public affairs

The BCTF will not confine itself to purely educational matters but will continue to discuss and take positions on a wide range of public affairs issues.

The Annual General Meeting decided to continue this long-standing federation practice in rejecting a resolution submitted by the Kamloops District Teachers' Association. The resolution called on the federation to confine its concerns to issues having "a direct relationship" to the objects of the BCTF as stated in the BCTF constitution.

Following this debate, the AGM went on to similarly defeat two resolutions calling for the deletion of BCTF policy 42.25 (endorsing the right of females to birth control information and counselling and to decide whether and when to have children) and policy 42.29 (calling for removal of abortion from the Criminal Code of Canada). Supporters of these motions argued that the two policies infringed on individual moral and religious beliefs; opponents protested that elimination of these policies would inhibit the ability of teachers to give adequate counselling to pregnant teenage girls and would interfere with freedom of choice in birth matters.

Anti-apartheid stand strengthened by AGM

Declaring opposition to apartheid, the BCTF has affirmed its support for economic sanctions and for political and trade union movements dedicated to making that country a democratic, non-racial society.

The Annual General Meeting overwhelmingly endorsed two recommendations from the Executive Committee that clarified and expanded earlier federation policy in this area.

In elaborating fall 1985 RA policy, the meeting put the federation on record as supporting "open and underground political and trade union organizations committed to a democratic, non-racial South Africa, such as the African National Congress, the South African Congress of Trade Unions and the United Democratic Front," as well as backing economic sanctions by distributing materials about the trade union sanctions campaign initiated by SACTU and its solidarity committees in Canada.

New policy clarifies in-dispute procedure

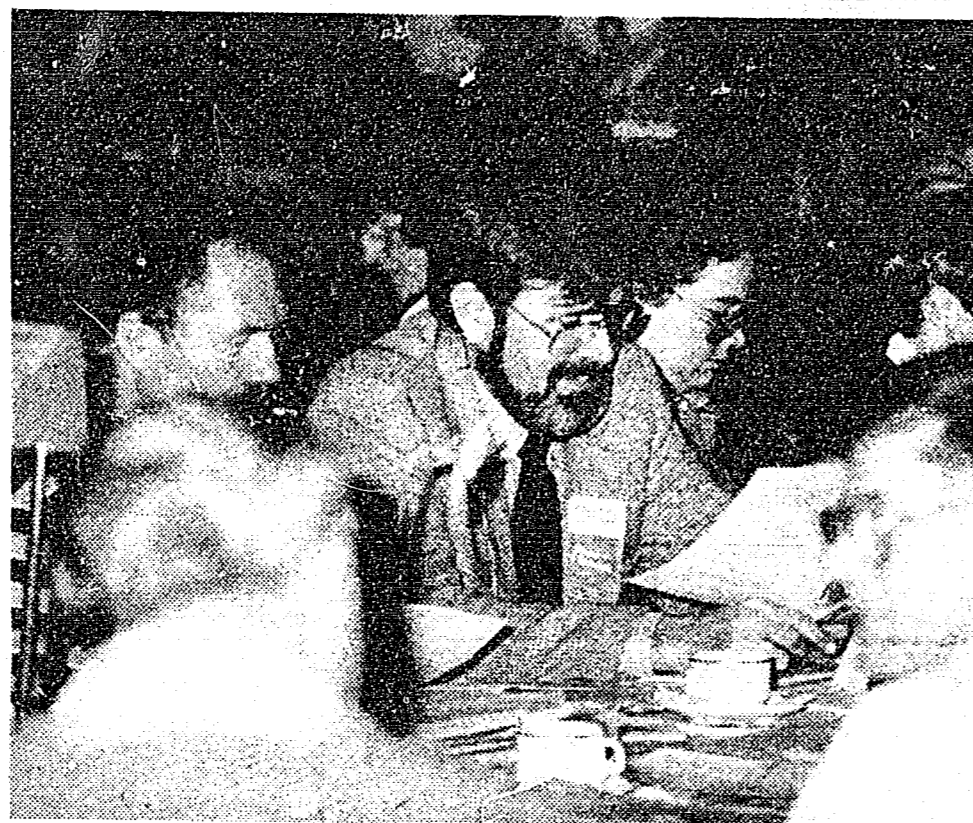
A new procedure statement on the use of the in-dispute tactic has been adopted by the AGM.

The position, which replaces statements 4.D.02, 4.D.04 and 4.D.06, is aimed at improving the effectiveness of the tactic.

Brought forward by the Executive Committee, the statement declares that:

- "the in-dispute tactic will normally be used to create pressure to resolve rights-related rather than bargaining disputes, and will normally be used to place individual positions rather than school districts in dispute;
- "in consultation with the local association(s) affected, the Executive Committee be empowered to authorize the use of the in-dispute tactic;
- "it shall be a violation of article 8 of the BCTF Code of Ethics for a teacher to apply for or accept a position in a district or for a position that has been placed in dispute. For the purposes of this statement, 'teacher' shall mean any person who, at the time of application for a position or acceptance of a position, is a BCTF member, or who becomes or will become a BCTF member upon appointment to a position."

The details concerning the criteria and procedures for enacting the in-dispute tactic will be considered by the RA.



CTF President Frank Garrity (top) attacks "growing utilitarianism in education," newly-elected Second Vice-President Moira MacKenzie (mid-page) consults supporters, while Colin Scott, (above) newly-elected member-at-large, listens to the debate.



Outgoing President Pat Clarke (bottom, centre) escorts Francis Worledge to podium for Honorary Life Membership award, and (above, right) BCSTA Eric Buckley calls on teachers to join trustees in a cooperative search for solutions to the education crisis, during an event-filled AGM.

BCSTA president calls for teachers to join in ending education "war"

The president of the B.C. School Trustees Association has called on teachers to join trustees in ending the "war" in education.

Speaking to the Annual General Meeting, Eric Buckley said a new peaceful, cooperative approach would be more productive in solving problems and in improving public education.

"It has long been the conviction of our association that the war between the education partners must be halted, and that the political partisanship which has

invaded our boardrooms and school districts must be replaced with partisanship for students," he said.

"I realize how difficult it is to avoid taking partisan positions in our present environment, particularly when legislation is so unpalatable and so obviously targetted at identifiable groups such as teachers and trustees. We have seen little evidence, though, that getting into the education trenches has furthered the cause of either policy-makers or educators."

Despite the conflict, Buckley noted that the BCTF and BCSTA have been cooperating in such important matters as the child abuse task force, multiculturalism, education and technology, revised goals for the school system and a joint committee on school district personnel relations.

He acknowledged that the major responsibility for the turmoil "rests with the particular style of the present government," while teachers and trustees are also not beyond blame. He noted that the

"more traumatic battles of recent years" had been rooted in teacher-trustee bargaining, much of it the result of an "archaic" School Act.

Buckley pointed out that BCSTA public opinion polls had found that the conflict had resulted in a loss of public confidence in education — and also in teachers, trustees and government.

In conclusion, he suggested that the BCTF was faced with the choice of continuing to "fight the political battles of the past and, by default, [to] permit

government to impose its own solutions" on a variety of education problems, or to work cooperatively with trustees and others in a calm, deliberative fashion.

"If, for a time, it is only the trustees and teachers who occupy the high ground when dealing with particular issues, then let us take comfort in the fact that at least we can, by working together, make progress on a number of fronts as we have during the past year," said Buckley. "And if it takes government overly long to join us, I am convinced that the public of British Columbia will not bother to ask them 'why', but will respond in the manner in which democratic societies have traditionally evaluated an insincere, non-caring government."

Clarke explains BCTF low profile on Co-op

From page 3

to shares of the parent of Discovery Trust; — approximately 20 cents by way of an interest in two mortgages securing the assets purchased by the CanWest subsidiaries; ● an advisory committee, representing the interests of the creditors, will be established to give approval for the orderly disposition of assets acquired from the Co-op; ● all deferred salary leave plan and retirement plan funds will be credited at face value in savings accounts at Discovery Trust and will be payable on demand after the expected closing date of June 30.

CanWest intends to serve not only the general public but very specifically its teacher shareholders.

John Hudson, vice-president of the Co-op, said the CanWest proposal is being recommended as providing maximum immediate return to creditors, with the alternative being liquidation, which would have realized considerably less. The interim receiver has also recommended approval.

Full details of the merger proposal are being mailed to all members of the Co-op. Members will be able to vote by mail or in person at a meeting to be held at 1 p.m., May 11, in the Pacific Coliseum, on the Pacific National Exhibition Grounds, Vancouver.

The BCTF has avoided taking a public position on the financial crisis of Teachers' Investment and Housing Co-operative in order not to jeopardize possible restructuring of the organization, President Pat Clarke told the AGM.

As part of the Executive Committee's stewardship report, Clarke explained the reasons for the federation adopting a low profile on the issue.

"The Executive Committee was requested on the day of the receivership to refrain from commenting on the Co-operative situation and from taking an activist response," he said. "The reason the Co-operative, and more importantly, the receiver, asked us to do that was because it was their opinion that such high-profile advocacy on our part could well jeopardize the successful restructuring."

BCTF selects participants for Project Overseas

Thirteen BCTF members have been selected for Project Overseas this summer.

Joining colleagues from across Canada they will spend their summer break teaching in Third World countries. Project Overseas is organized by CTF in response to requests for professional development assistance from teacher organizations in host countries. The program is co-sponsored by CTF, its affiliates and CIDA.

This year BCTF will contribute \$5,000 for each of the following teachers:

Thora Bajard (North Vancouver)	Mali
Harold Brochmann (North Vancouver)	
Guyana	
Blaine Carson (Shuswap)	The Gambia
Sabina Harpe (Richmond)	The Gambia
Herb Johnston (Howe Sound)	Kenya
Fred Leicester (North Columbia)	
Cameroon (S.W.)	
George Lewis (Vancouver)	Nepal
Joy Littler (Victoria)	Nepal
Paula Passmore (Saanich)	Nepal
Carol Ann Smithson (Nechako)	Nepal
Geoffrey Stubbs (Alberni)	Cameroon (N.W.)
Elizabeth Ann Swann (Cariboo-Chilcotin)	The Gambia
Cameroon (N.W.)	
Melanie Thompson (Lillooet)	

6/APRIL 15, 1986

BCTF sets priorities for 1986-87

The BCTF intends to hold to the same course in 1986-87 as it has followed in recent years.

The annual set of priorities adopted by the AGM call for the federation to continue pressing for the same key goals — adequate funding for education, restoration of local autonomy and fair treatment for teachers — it has been concentrating on lately, but also to make a determined effort to achieve salary gains for teachers and to encourage teachers to work for political change in the forthcoming provincial election.

The adopted priorities largely represent the leadership recommendation proposed by the Executive Committee, with a few amendments focussed on professional development and community outreach. An amendment aimed at ensuring leadership initiative directed at improving teaching practices was readily accepted, but another calling for efforts to gain support from the business community was contested in debate before it was adopted.

The recommendations adopted declare:

- That the federation priorities for 1986-87 be:
 - (a) the restoration of funding for public education to 1981 levels, the restoration of local autonomy, and fair treatment for teachers.
 - (b) the extension of the community outreach program.
 - (c) the further development of the staff representative network.
 - (d) the continued development and implementation of educational leader-

ship initiatives that will improve teaching processes and practices.

- That during the 1986-87 school year the federation establish the following focus for federation field work activities and programs in the PD area:

- (a) have staffs become more cognizant of their professional obligations in school decision-making and functioning.
- (b) encourage staffs to assess their needs and plan PD programs to meet those needs.
- (c) highlight the benefits of democratic decision-making.
- (d) foster skill development to assist staffs in working towards a collegial workplace.
- (e) encourage a school atmosphere which will foster collegial support for ongoing professional growth.
- (f) assist staffs in helping students to become responsible participants in their own education.

- That for 1986-87 the federation

endeavour to obtain a level of remuneration for teachers in B.C. which will restore their salaries to their traditional level in comparison with other teachers in Canada.

- That the federation develop a campaign to involve teachers in the upcoming provincial election in order to effect political change which will benefit public education.

- The broadening of public support for education in the following ways:

- (a) That the BCTF strengthen liaison with public sector unions with respect to bargaining matters and other issues of common concern.
- (b) That the BCTF continue to work with other groups in B.C. also adversely affected by government cutbacks and legislation.
- (c) That the BCTF strengthen the network with business and business associations to create a broad base of support for education.

Charter challenge court date set

The Chief Justice of the B.C. Supreme Court ruled April 10 that, if preparations aimed at shortening the trial can be made, he is prepared to have the BCTF charter challenge to lack of bargaining rights heard in September 1986.

BCTF lawyers at a pre-trial conference earlier in April had requested an early trial date, while counsel for the government had asked for the case to

be put off for at least a year, if not indefinitely.

Extensive examinations of individual teachers and Deputy Minister of Education Jim Carter have already been held in the case, which challenges the lack of B.C. teachers' negotiation rights (through exclusion from the Labour Code and the restrictions in the School Act) under the Canadian Charter of Rights and Freedoms.

Cleaning Tips

Your dentist or hygienist can review with you the best way to brush and floss. Meanwhile, here are some tricks to help you clean your gumline effectively.

- When you're brushing, think about holding the brush so that the bristles are tilted up at a 45-degree angle against the gumline. Move the brush back and forth in short strokes; then move on to the next group of teeth. Think about reaching the outside, inside, and chewing surfaces of each tooth.
- When you're flossing, think of your mouth in four sections: upper left, upper right, lower left, lower right. Develop the habit of flossing these sections in the same order every day so you don't inadvertently miss a tooth.

The signs:

Common early warning signs of gum disease may include gums that bleed during brushing or flossing; soft, tender, or swollen gums; persistent bad breath or bad taste in the mouth; a feeling of pressure between the teeth after eating. But gum disease can be present without any visible warning signs at all. In fact, in its early stages it is unlikely to cause any pain or discomfort.

How to support your teeth:

The key is controlling plaque. This means three things. One is to reduce your intake of sugary foods, since plaque thrives on sugar. The other is to clean the accumulated plaque out of your mouth every day, especially between your teeth and around your gumline. The third is to see a dentist at regular intervals to get rid of calculus deposits.

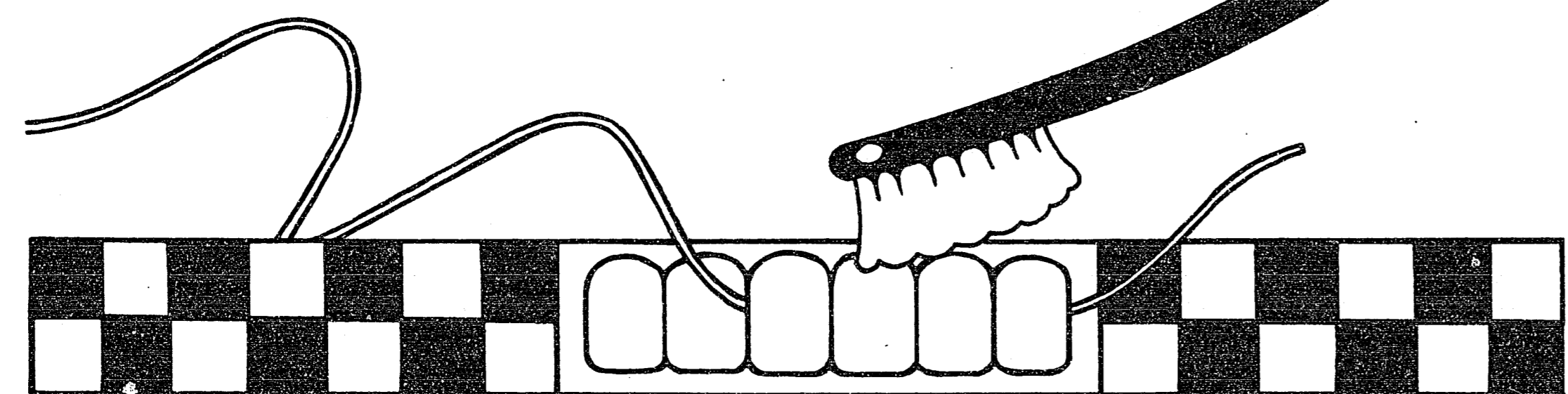
GUM DISEASE: Why your teeth need support

Gum disease. It's the major cause of adult tooth loss. Nine out of every ten Canadians will eventually get it in some form. And most adult Canadians don't know anything about it at all.

Nearly all adult Canadians have at least some inflammation of the gums. When the disease is caught in the early stages it's easy to treat, but if it's left to develop, the gums and bone waste away from the teeth — and the teeth, lacking support, fall out. Gum disease causes most adult tooth loss today.

How it happens:

The villain is plaque, a clear, sticky film of bacteria that constantly forms on your teeth. Plaque produces irritants which cause swollen, red, bleeding gums. Hardened plaque (called *calculus*) collects around the teeth and under the gumline, and the inflamed gums begin to shrink away from the teeth. Pockets form in the spaces between the teeth and gums, leaving room for plaque and its by-products to invade the deeper tissues and eventually the jawbone.



Classroom teachers interested in obtaining dental health fact sheets may contact the Vancouver Dental Health Society, 1125 West 8th Avenue, Vancouver, V6H 3N4 (734-0717).

Midzain memorial fund assists Indonesian teachers' library

The memorial fund commemorating Mike Midzain has been completed. A cheque for \$10,400 has been sent to the Indonesian Teachers' Association (PGRI) to assist them in establishing a professional library in their new headquarters building.

Many friends and colleagues of Mike contributed to the fund individually or through their associations. Each donor has been sent a letter of thanks and description of the fund's disposal.

Mike, who worked in Lake Cowichan, Oliver, Chilliwack and latterly in the Economic Welfare and Bargaining Divisions of the federation, died suddenly in February of 1984. He had spent the summers of 1970 and 1974 with Project Overseas in Indonesia.

A plaque, with a photo-engraved image of Mike and a description of his service to Indonesian teachers, accompanied the cheque.

New peace education group seeks members

Teachers for Peace Education — the federation's newest organization — wants you!

The new group is on a membership drive and offers these advantages to teachers interested in teaching for peace: access to in-service education, curriculum materials, workshops and conferences; possible research grants; a bi-monthly newsletter; and automatic membership in Educators for Social Responsibility with access to their information and materials. The fee for BCTF members is \$20, for voluntary active members, retired teachers and students \$15. Later this year Teachers for Peace Education will seek official recognition as a PSA. Make cheques payable to: Harley Rothstein, Treasurer TPE, c/o Mike Zlotnik, Professional Development, BCTF.

Opportunity to teach English in Japan

Persons with a degree or job-experience in teaching languages, test-construction, and materials-development wishing to teach English to Japanese adults for one year in Japan (Tokyo) should write to: Personnel Manager, International Education Services, Shin Taiso Bldg., 10-7, Dogenzaka 2-chome, Shibuya-Ku, Tokyo, Japan 150.

Further information on the position, salary, benefits, transportation, housing, date of interview can be obtained by airmailing a detailed resume.

Letters

Why has Co-op crisis been treated so low-key?

I have some questions relating to the sad demise of the Teachers' Investment and Housing Co-op and I am not alone in being very puzzled, confused and frustrated.

1. Why is the BCTF taking such a low-key role in all that has happened? The BCTF Newsletter has scarcely mentioned the crisis. There is no indication that the organization is concerned about the welfare of a large number of its members.
2. Why didn't the BCTF advise its members that their savings in the TIHC were not insured?
3. Why is the restructuring process taking so very long?
4. When we hear that Coopers and Lybrand and the staff of TIHC are "working on a proposal" what exactly does that mean? How much time and work is actually being put in?
5. Who is responsible for the questionable investment decisions which led to the situation in which we all find ourselves? Have those individuals been made to suffer? Have they lost their own money? Have they lost their jobs?

"An exceptional winner"

Killeen named Fergusson Award winner

This year's winner of the G.A. Fergusson Memorial Award is well-known and respected by teachers around the world — Jim Killeen.

A Vancouver principal currently completing his term as the first Canadian president of the World Confederation of Organizations of the Teaching Profession, Killeen was described as a "truly exceptional winner" by Past President Larry Kuehn in announcing the award at the AGM.

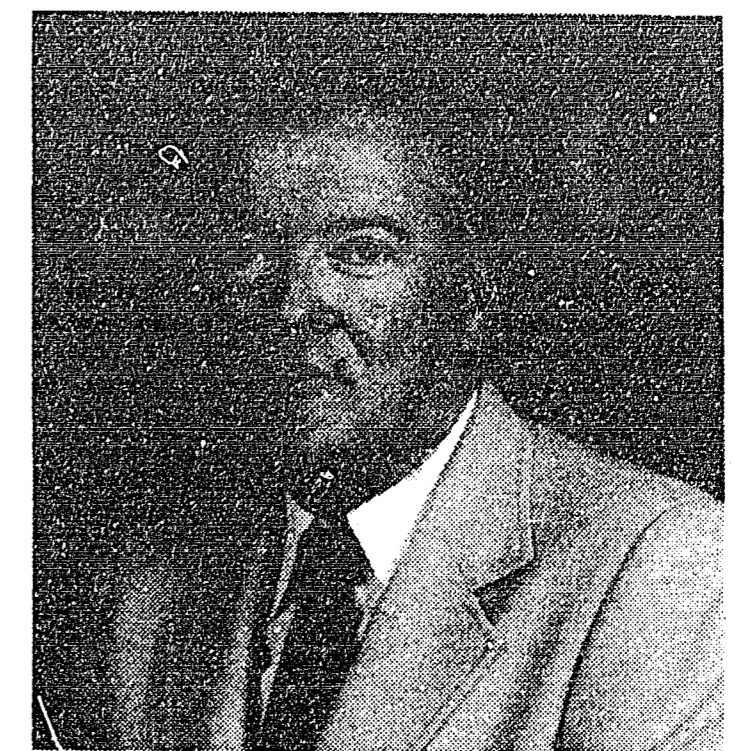
"He is the only person who has served as president of his local association, the B.C. Teachers' Federation, the Canadian Teachers' Federation and the World Confederation of Organizations of the Teaching Profession," said Kuehn. "It's noteworthy that he is not only the only BCTF and CTF member to be accorded such high honour and responsibility, he is only the second North American to have served as president of WCOTF."

Awarded annually to a BCTF member who has made an outstanding contribution to education, the Fergusson Memorial Award is given in memory of the late G.A. Fergusson who, at the time of his death in 1928, was one of the most distinguished and respected teachers in B.C.

Larry Kuehn reviewed for the delegates some of the highlights of Killeen's career. A graduate of Burnaby North Secondary School, he earned bachelor and master of arts degrees at UBC. After completing teacher training at UBC in 1955, he began teaching at Moberly Elementary School in Vancouver. One year later he moved to Templeton Secondary School. In 1963, Killeen became an area counsellor and then went into administration. He was appointed principal of Sir Charles Tupper Secondary School in 1975, a position he held until his transfer to John Oliver Secondary School in 1984. An avid tennis player in youth, a former Canadian Junior Men's Doubles Champion and member of the UBC Tennis Team, he often served as coach of student softball, basketball and tennis. Killeen also found time to serve on the board of directors of the Canadian Council of Christians and Jews (Pacific region).

Active from the beginning of his career in BCTF work, Killeen eventually served as president of the federation from 1969-71 and, said Kuehn, his term

was marked by major achievements. He quoted an assessment made by Vancouver Technical Secondary School Principal Norm Ornes, in supporting Killeen's nomination: "The achievement of improved pensions for both retired and active teachers was a major federation goal during Jim's presidency. A well-conceived and effectively communicated campaign, which was very well supported by teachers across the province, together with a recalcitrant govern-



Fergusson winner Jim Killeen

ment, culminated in him leading the first province-wide strike of teachers on March 19, 1971 to focus public attention on the disgraceful plight of retired colleagues. The thorough preparation, effective communication, reasoned advocacy, and personal commitment marked his leadership style and formed key elements in the overwhelming membership and public support which made the strike such a success, and was a major contributing factor in the defeat of the government within 15 months."

Vancouver holds "Peace Week"

The week of April 19 to 27 has been declared "Peace Week" in Vancouver by the city's centennial planning commission.

Activities planned include: concerts, cultural events, a display of artifacts and photos from Hiroshima, a three-day Peace and Disarmament Symposium and a Walk for Peace, on Sunday, April 27.

Scheduled for five sessions over April 25-26, the Peace and Disarmament Sym-

Larry Kuehn went on to quote Jim McFarlan, vice-principal of Burnaby Central Senior Secondary School, on another Killeen major accomplishment. "Jim was the first president to effectively place the elected leadership of the federation in the position of the major public figure and spokesperson for the organization. The relationship between the executive and the staff was permanently altered from Jim's presidency to the present time. Since his years the staff has assumed more and more of a 'civil service' role, while the critical decisions were and are made by the Executive Committee. This transformation was relatively subtle, and perhaps it was missed by many, but I believe that the federation membership owes Jim a large debt of gratitude for ensuring that those who speak and act for the federation are accountable to the AGM and, through the electoral process, to the membership."

Jim Killeen was unable to attend the annual meeting to personally receive the award, as he was travelling to WCOTF meetings. His son, Mike, accepted the honour from Larry Kuehn on his father's behalf.

"If Dad was here," Mike Killeen told the meeting, "I know he would want to thank his local association, VSAA, the BCTF, all of you and your Executive Committee, his colleagues at John Oliver, not to mention his many national and international friends. Dad was completely flattered when he was told about this award and he wanted me, in his absence, to remind you of the well-known quote of Henry Brooks Adams: 'A teacher affects eternity; he can never tell where his influence stops.' Thank you very much."

posium will feature such speakers as: John Kenneth Galbraith (USA), Rear Admiral Eugene Carroll (USA), Paul Warnke (USA), Mayor Takeshi Araki of Hiroshima, General Gert Bastian (West Germany), Petra Kelly (West Germany), Georgi Arbatov (USSR), Michael Pentz (UK), Dom Helder Camara (Brazil) and Bishop Remi de Roo, Douglas Roche and Stephen Lewis (Canada).

For information contact Vancouver Centennial Peace Festival: 873-7299.

Bowman thanked for exposing ministry's "great textbook scam"

I would like to thank you for publishing Jim Bowman's informative and entertaining "The Great Textbook Scam" in the March 12 edition of the Newsletter. Bowman captures the reality of a pathetic situation to which we can only respond with laughter — in order to avoid tears.

The textbook situation in this province is ludicrous. As book prices skyrocket, funds at both provincial and district levels set aside for textbook purchases become ever more inadequate. The credit allocation plan is a bad joke which has caused me, as a department head, more stress than any other single job factor.

Let us continue to put pressure on those who make the decisions about textbook funding. Surely someone out there will wake up and recognize what a ridiculous situation the Ministry has created with its CAP in hand.

Steve Bailey
Burnaby South Senior Secondary
Vice-President, B.C. English
Teachers' Association
Burnaby

Ingrid Jeffrey
Associate Professional Member
West Vancouver

APRIL 15, 1986/7

Vacancies

For information on any of these committee vacancies or curriculum vitae forms, please call Jacquie Boyer at the BCTF office. Your local association office or president may have forms on hand. Most appointments will be made at the June 13-14 Executive Committee meeting.

Canadian Teachers' Federation Committees

Detailed information on two CTF ad hoc committees, Children's Rights and Vocational and Technical Education, appeared in the March 12 Newsletter.

Ad Hoc Committee on Education of Native Students

Terms of reference to include identification of problems surrounding the education of students in the public and non-public schools, development of policy in the light of the Charter, and consideration of the status of teachers affected by the transfer of administrative responsibility for native education.

We will be nominating one BCTF member, but the CTF is responsible for making the appointments. Applications on BCTF curriculum vitae forms should be submitted by May 7.

BCTF Committees

Bargaining Committee

Just a reminder of the May 9 deadline for applications for bargaining co-ordinators in Peace River, Metro and Vancouver Island North.

Other committees

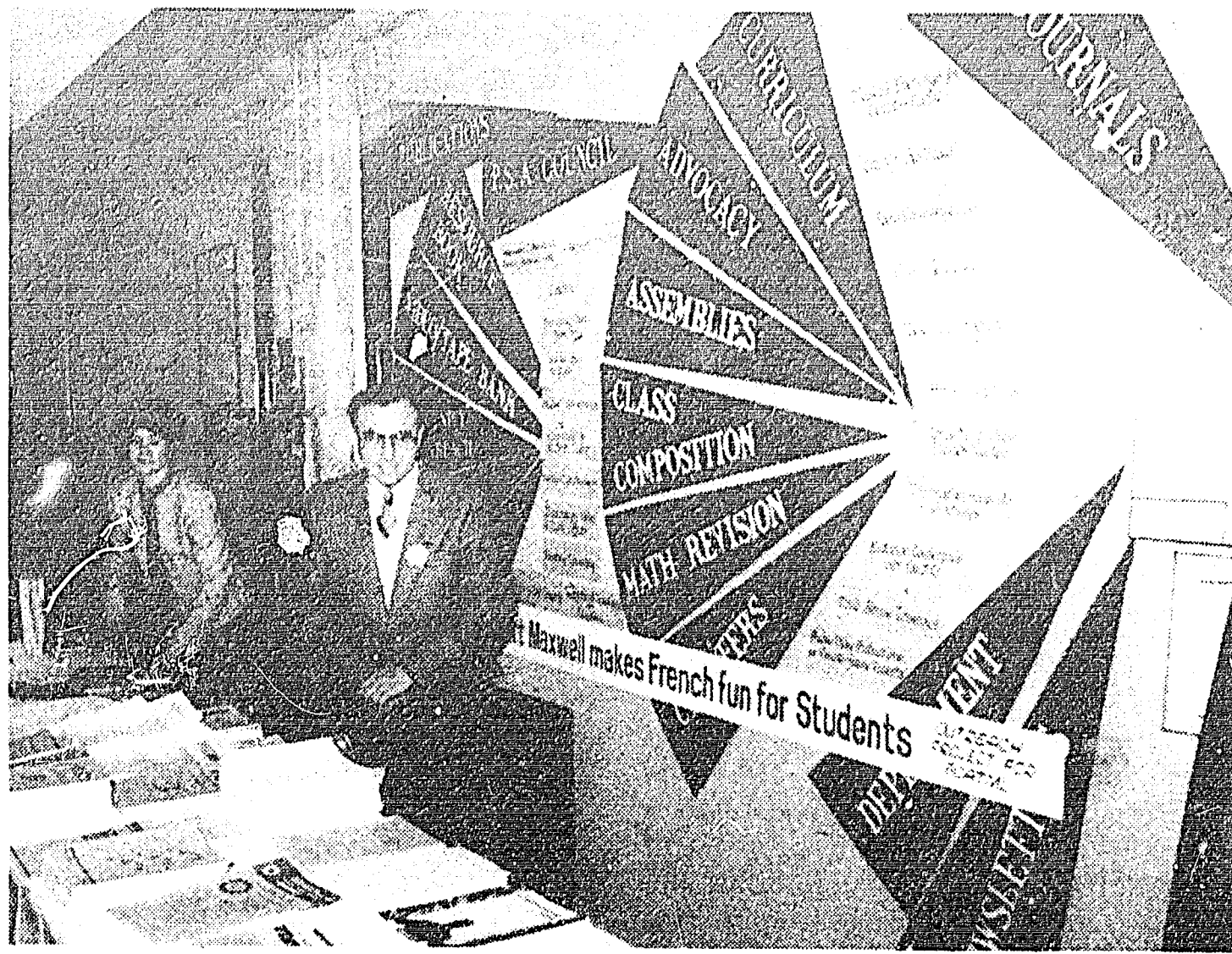
Application deadline for the following BCTF committee is May 30 unless otherwise stated. Most terms are for three years effective July 1.

B.C. Teacher Editorial Board (2 vacancies); **BCTF Newsletter Editorial Board** (2); **Committee Against Racism** (2); **Committee on the Rights of Children** (1); **Finance Committee** (2); **Income Security Committee** (1); **Investigation Committee** (1); **Judicial Committee** (3 to be elected at May RA, deadline May 15; applicants must be approved by secret ballot of local general meeting or delegate assembly); **Labour Affairs Advisory Committee** (2); **Pensions Committee** (2); **Policies and Procedures Committee** (1), also require 1 Corresponding Member from outside of Lower Mainland; **Professional Relations Advisors' Committee** (2 secondary administrators, 2 secondary teachers, 1 elementary administrator, 1 elementary teacher); **Ombudspersons** (1 for each of the following areas: Lower Mainland east to Hope; North Central, Peace River, North Coast; Kootenays; deadline May 15, to be elected at RA); **Status of Women Committee** (3); **Teacher Education Committee** (2); **Teacher Personnel Committee** (3); **Working and Learning Conditions Committee** (3).

Representative to Teacher Qualification Service

One BCTF representative is required. TQS is a joint operation of the BCTF and the BCSTA whose purpose is to define categories of teacher qualification and to evaluate the academic/professional preparation of teachers. Knowledge of teacher preparation programs and salary administration plans would be desirable.

Please note additional information on any of the committee co-ordinated by the Teacher Personnel Services Division can be found on pages 60-61, 74-76 of the *Members' Guide to the BCTF*.



Sharon Steele (left) of the B.C. Home and Hospital-bound Teachers' Association and (right) Bill Duvard, president of the B.C. Association of Teachers of Modern Languages, staff a PSA Council display of services at the AGM.

PD Associates sought for Staff Rep program

Applicants from local associations outside the lower mainland are sought for Professional Development Associate positions with the staff rep training program.

The program gives systematic training through workshops covering effective meetings, parliamentary procedure, local contracts, staff committees and public speaking.

Selection criteria will be based on teaching experience and leadership qualities and experience displayed in BCTF activities at the local or provincial level. Training will take place immediately prior to the Summer Conference and throughout the year.

Application deadline is May 30, 1986. Applications may be made on curriculum vitae forms and sent to: Susan Tickson, Professional Development Division, B.C. Teachers' Federation, 2235 Burrard Street, Vancouver, B.C. V6J 3H9.

Boards urged to renew seniority clauses

BCTF President Pat Clarke has sent a telegram to 39 school districts calling on them to renew seniority/severance clauses as quickly as possible and to negotiate salaries and other conditions of employment prior to the May 1 arbitration deadline.

(At press time — only one complete agreement had been settled — between Prince George District and Teachers' Association at 3 per cent on grid with other contract improvements and a seniority/severance clause rollover.)

Acting on instructions of the 1986 Annual General Meeting, Clarke said that, "Settlement of these clauses is separate from and should not be allowed to interfere with negotiations over salaries and other conditions of employment." He was emphatic in declaring that "all agreements should be settled fairly and in good faith across the bargaining table between the board and association."

To reinforce the position that agreements should be freely negotiated and not imposed, the Annual General Meeting:

- urged local associations to take all necessary steps, including job action to secure seniority/severance agreements as quickly as possible and satisfactory negotiated settlements by April 30;
- decided that the B.C. Teachers' Federation should provide full financial and organizational support to local associations undertaking actions to achieve such freely negotiated collective agreements;
- agreed that the B.C. Teachers' Federation should, after May 1, 1986, give top priority to allocating staff and other resources to support and work with local associations involved indirect negotiations and job actions aimed at achieving fair settlements.

These decisions reinforce the position that fair negotiated settlements must be achieved even where this requires job action. Already, Burns Lake, Powell River and Revelstoke teachers, all of whom have settled seniority/severance clauses, are planning job action to secure satisfactory settlements on salaries and other issues.

Another 10 or 12 locals which have not yet renewed their seniority/severance clauses are taking various forms of job action to convince boards of their determination to successfully resolve the issue.

Some school boards have linked clauses covering termination procedures to negotiations over salaries and other conditions as a lever to force weak settlements or meaningless arbitrations. Bill

35 [now Section 130(1) of the School Act] provides for imposition of an inferior "deemed agreement" by May 15 of each year if seniority/severance agreements are not negotiated by that date. The "deemed agreement" basically undercuts the principle of seniority in layoffs. This kind of bad faith bargaining has angered members of many local associations who see their boards as simply taking advantage of teachers under legislation heavily weighted on the side of the employers. Boards playing that game are forcing teachers to escalate job action.

As an example, Surrey teachers have

voted to withdraw services on the afternoons of April 14, 15, and 16 with on-third of the teachers going out on rotation each day. This resulted from the school board refusal to sign a seniority/severance clause that both sides have agreed to without change. In this case as in most others, the board seems to want to hold the clause over teachers' heads until other contract terms have been settled. To thwart the Surrey teachers' planned job action, the board obtained a court injunction.

Thirty-seven locals had negotiated and signed seniority agreements as of April 7.

WALK for PEACE



SUNDAY, APRIL 27

WALK BEGINS 12 NOON
TWO ASSEMBLY POINTS:

BURRARD BRIDGE ROUTE:
Kitsilano Beach Park
(Cornwall & Arbutus)

CAMBIE BRIDGE ROUTE:
Jonathan Rogers Park
(7th & Manitoba)

RALLY TO FOLLOW IN B.C. PLACE STADIUM

END the ARMS RACE