

Gov't tears up social contract

The Vander Zalm government has torn up the fundamental social contract that has governed labour relations in B.C. since the 1930s, a B.C. Federation of Labour spokesperson told the May RA.

The introduction of Bills 19 and 20 thus represents "a profound tragedy" as they are unjust laws that provoke confrontation when the province needs cooperation to reduce unemployment, said Patricia Lane, B.C. Fed director of research and legislation.

That's why the B.C. Federation of Labour and its affiliates will not be governed by Bill 19, Lane said. Nor did she believe teachers would allow themselves to be governed by Bill 20.

Lane made the comments in outlining the background leading up to the June 1 province-wide walkout in protest over the new labour and education legislation.

Last fall, she said the B.C. Fed had looked hard at B.C.'s economic plight

and forecasts that the 14 per cent unemployment rate was expected to continue into the 1990s, and concluded that the province was facing an "economic disaster" that demanded a new response.

"Our members need work," she said. "We felt we had to bury the hatchets and begin to work with government and with business to try and create jobs."

The result, she said, was that the B.C. Fed developed a series of initiatives, which were unusual and "controversial

within the labour movement", aimed at increasing consultation and cooperation. For example, she cited the steps toward establishment of a Pacific Institute for Industrial Policy, a joint effort between the Board of Trade, the Business Council and the B.C. Federation of Labour, with the specific mandate of job creation, the announced willingness to participate in government trade missions, and the decision to contribute to

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Teachers' walkout powerful protest against bad law

A survey of all teachers' associations in B.C. indicates that an average of 80 per cent of teachers went on strike on June 1, 1987 in opposition to Bills 19 and 20.

In districts where schools remained open, supervision of students, rather than normal instruction, occurred. A number of local associations reported that schools were essentially closed during the strike as very few students showed up.

Twenty-five local associations reported upwards of 90 per cent of their teachers on strike. In districts where school boards issued threats and intimidating letters, support for the general strike was much weaker.

BCTF President Elsie McMurphy said it was important that teachers protested Bills 19 and 20 in this dramatic way because the legislation affects all working people in the province.

"The June 1st walkout was a demonstration of our right to organize and to bargain collectively," said McMurphy. "It was a demonstration of the unity and

See "Walkout" page 2



Bill 19 affects teachers as much as other workers, BCTF President Elsie McMurphy tells reporters, explaining teachers' planned participation in the historic June 1 general strike.

Rep Assembly highlights

Determined to block the government's attempted destruction of the BCTF, the Representative Assembly decided to:

- continue the BCTF serving teachers and addressing their economic and professional concerns;
- recommend local associations apply for certification as locals of the BCTF as soon as legally possible;
- endorse BCTF participation in the College of Teachers to limit its scope and ensure teachers' rights are protected;
- and support continuance of the BCTF instruction-only campaign.

Reorganization launched

BCTF to battle on

The provincial government's destructive legislative onslaught is not going to be allowed to destroy the B.C. Teachers' Federation.

The Representative Assembly, through a series of decisions May 29-30, expressed strong determination to continue the federation as a united, province-wide organization representing the economic, professional and social concerns of teachers.

In recognition of new circumstances brought on by Bills 19 and 20, the RA:

- adopted a statement of intention to continue the BCTF serving teachers and addressing their traditional concerns;
- called on local associations to apply for certification as locals of the BCTF as soon as legally possible;
- decided that the BCTF should participate in the College of Teachers to ensure teachers' rights are protected and the college's scope limited to certification and teacher education;
- and supported continuance of the BCTF instruction-only campaign in con-

cert with the B.C. Federation of Labour work to rule action plan.

In her opening address to the meeting, BCTF President Elsie McMurphy pointed out that, as a result of the new legislation governing education and labour relations, teachers are "more vulnerable" now and need to create their own protection.

"The government is determined," she said. "They set out to kill our organization, they set out to render it impotent. We mustn't let them do it; we mustn't let them get away with that."

Now more than ever, McMurphy said, teachers need their federation.

"Without our organization, nothing is possible; with our organization, anything is possible," she said. "Our number one priority is and must be our organization."

McMurphy went on to point out that teachers, however, do not face a totally bleak scene as there are some gains in the new legislation.

"Teachers in British Columbia have won full scope bargaining and free col-

lective bargaining," she said. "For the first time we have been recognized as real employees with access to the same kind of rights that other employees have — and that's a big win."

"In Bill 20 is a recognition that in fact teachers can have responsibility for certification, that teachers can be afforded that kind of professional responsibility. Both those things — the full scope bargaining and responsibility for certification — are two of the important objectives from our bargaining and professional rights task force report that we worked so long to develop, that our members endorsed so overwhelmingly and that we've been pursuing diligently ever since."

There was considerable debate during the RA on recommendations developed by the president concerning federation options. Much of this concerned whether it was appropriate to make decisions at this time, or whether it was premature, in view of the still-evolving situation.

See "BCTF" page 3

IF UNDELIVERED, return to 2235 Burrard St., Vancouver, B.C. V6J 3H9





BC Fed's Patricia Lane... "Bill 19 ends free collective bargaining."

Gov't has launched "most virulent attack on labour in history"

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the Minister of Labour's review of the Labour Code.

"What did we get for our trouble? We got the most virulent attack on the labour movement in the history of British Columbia," said Lane.

"From the perspective of the federation, Bill 19 represents a breakdown of the fundamental social contract that we made in the 1930s. It represents a radical restructuring of the industrial relations agreement, whereby we agree to go to work, we agree not to strike during the life of a contract. In return for that, we get the right to free collective bargaining, we get unions recognized and we maintain the right to strike, although we agree to use it only at certain times. In our view, Bill 19 kills that agreement dead. Bill 19 ends recognition of unions. Bill 19 ends free collective bargaining, even in the private sector. Of course, it's been dead in the public sector for quite a long time. It absolutely ends our right to strike."

She said when the legislation was introduced the labour movement made representations to the Board of Trade, Forest Industrial Relations, the Canadian Mining Association and the B.C. Business Council, arguing that Bill 19 was a bad law for labour and for business, because of the instability it would create. But they indicated they were happy with the legislation.

"So on Monday, June 1st, we are going to talk to the business community," Lane said. "We're going to give them a lesson in the value of cooperation."

The protest will not end with the province-wide walkout, she said. The next major effort will be a boycott of the industrial relations council set up under Bill 19, which will be as serious a protest as the walkout.

Lane said it was uncertain what further actions will be taken to try to persuade the government to change direction and bring in fair legislation.

"It may be that we have to speak even louder to the employers," she said. "I don't know; that's a decision for the B.C. Federation of Labour and those affiliates that have joined with us to make. But rest assured, Bill 19 will not govern the working people of this province. And I assume that Bill 20 will not govern teachers."

Walkout demonstrated commitment to rights

From page 1

commitment to be given by the labour movement to the proposed boycott of Bill 19, to our refusal to be governed by what is not just a bad law, a bad law that we won't live under, but a law that is a contradiction of our fundamental societal beliefs, mores and traditions and shared rights and responsibilities in a democracy."

2/JUNE 8, 1987

Globe & Mail says:

Gov't out to stifle dissent

Monday's general strike in British Columbia was a predictable response by organized labor to the government's proposed labor legislation. The bill is a heavy-handed assault on the principle of collective bargaining in the province. Its recipe for massive intervention in the workplace would create, not reduce, instability in the province.

Yet the government is unwilling to concede that the basic thrust of the bill is flawed. Instead, it will appear today [Thursday, June 4] before the Supreme Court of British Columbia to seek an injunction to curb further protests, and, in a writ filed on Monday, it presented one of the more remarkable shopping lists we have seen in some time. We do not mean that as a compliment.

Attorney-General Brian Smith seeks to apply restraints to the B.C. Federation of Labor, its affiliated unions, "anyone acting on their behalf and anyone having notice of this injunction." They could not advocate "the use of force," which the government defines to include work stoppages, slowdowns, study sessions, intimidation, picketing, strikes by private as well as public employees and general strikes.

Specifically, the government seeks to bar them from advocating such

measures as a way to accomplish "a governmental change in the province." By this, it means "resisting legislative change, showing Her Majesty has been misled or mistaken in her measures, pointing out errors in the government of the Province, procuring alteration of any matter of government, or otherwise interfering with, intimidating or subverting the democratic and constitutional law-making process in the Province."

How are we to take this nonsense seriously? Anyone who held a study session to "point out errors" in the way the government was running the province — or even *advocating* holding such a study session — would be considered to have used force in a way so inimical to the public interest that the courts were justified in prohibiting it.

It is clear from this diabolical document that the government is concerned less with the public's interest than with the government's. Attempts to change the labor bill amount to seeking "a governmental change in the province," as though dissent were a synonym for revolution. Freedoms which Canadians take for granted — to resist legislative change, to show that the cabinet is mistaken in its measures, to point out errors in the government — are lumped together as means of "interfering with, intimidating or subverting the democratic and

constitutional law-making process." If this is the Vander Zalm government's view of opposition to its policies — that those who challenge its bills are subverting the democratic process — it has no business using the word democracy in a way suggesting even a rough familiarity.

The language in its claim echoes that of the Criminal Code, which defines seditious intention as advocating "the use, without the authority of law, of force as a means of accomplishing a governmental change." It is stretching this language a great distance to apply it to people who stay off the job to protest against a piece of draft (and somewhat daft) legislation; but is indicative of the Vander Zalm government's thinking that it would do so, thus associating the actions of the unions with conduct just short of treason.

The legislature has the power to order people on illegal strikes to return to work, and to impose penalties if they do not. Indeed, as we noted last Friday, the legislature's many powers in this regard make the government's labor bill a needless provocation, a show of strength that is intimidating rather than useful. Its pursuit of an injunction is more of the same, and the language it uses in that pursuit is abominable.

The Globe & Mail, June 4, 1987

Historic special general meeting planned

Saturday, October 3, 1987 is the likely date of an historic first special general meeting of the BCTF. The Representative Assembly set this meeting to approve by-law changes made necessary by Bills 19 and 20 and in line with its decisions made on May 30.

The rules for calling a special general meeting are found in by-law 9, page 19 of the *Members' Guide*. A special general meeting deals only with the specific matters proposed. In other ways, however, the special meeting will follow the normal rules for an AGM. Delegate entitlement will be as for the AGM and based on membership figures as recent as can be gained. Delegates must be elected at a general meeting of the local or sub-local association. Delegate entitlement figures will be made available as soon as possible.

This is not formal notice of meeting, but an advance warning so that locals can gear up for delegate elections in the early fall. A Representative Assembly on August 28 will finalize the matters proposed for the special general meeting and, as soon as possible thereafter, formal notice of the meeting will be given through the *BCTF Newsletter*, and information on the proposed by-laws sent to members.

The May RA referred the following recommendations to the special August 28 RA:

"That a special general meeting be held on October 3, 1987, to adopt changes to the BCTF constitution and by-laws that would: (a) continue the present local associations of the BCTF in each school district, (b) enable local associations of the federation to apply for certification as bargaining agents, (c) allow for continued status as a local of the federation if the local chose not to, or was unable to obtain certification as the bargaining agent, (d) ensure that local associations of the federation continue to exercise autonomy in collective bargaining matters, (e) enable principals and vice-principals to become affiliate (non-voting) members of the federation and to continue to participate in the Salary Indemnity Plan.

"That: (a) a draft of by-law changes be possible.

Teacher pension fund grows faster than inflation rate

As of March 31, 1987 the annual rate of return on the total teacher pension fund of \$2.01 billion was 10.0 per cent. After deducting for inflation the real return was 5.9 per cent.

The rate of return on December 31 on the securities purchased prior to January 1981 (\$526M) was 9.4 per cent, on securities purchased since that time (\$1,326M) was 11.0 per cent and on the inflation account (\$158M) was 9.7 per cent.

presented by the Executive Committee to the Summer Conference for discussion and input to the Executive Committee, (b) the Executive Committee make final by-law recommendations following the Summer Conference, (c) there be full discussion of the recommended by-law changes in September by staffs and at local general meetings which elect delegates to the special general meeting."

CTF, affiliates pledge \$600,000 defence fund

Teacher organizations across Canada have rallied to the aid of the BCTF, pledging more than half a million dollars to back the fight against the provincial government's repressive new education and labour legislation.

The Canadian Teachers' Defence Fund, organized by the Canadian Teachers' Federation, has received the following pledges to date:

Canadian Teachers' Federation	\$25,000
Alberta Teachers' Federation (for legal fees)	100,000
Saskatchewan Teachers' Federation	114,000
Manitoba Teachers' Society	60,000
Ontario Teachers' Federation	10,000
Centrale de l'enseignement du Québec	10,000
Provincial Association of Protestant Teachers	10,000
AEFNB and NBTA	79,000
Nova Scotia Teachers' Union*	100,000
Newfoundland Teachers' Association	85,000
Prince Edward Island Teachers' Federation	7,500
Northwest Territories Teachers' Association	4,000
TOTAL	\$604,500

*NSTU is also divesting \$650,000 in B.C. bonds

In addition, the CTF is spending up to \$50,000 on a series of radio messages on Canadian teachers' opposition to Bills 19 and 20.

On its part, the BCTF has already committed about \$1.3 million to its wide-ranging fight against the new legislation.

Gov't wields heavy legal hammer against "seditious" protests

The government has started a legal action against the B.C. Federation of Labour, BCTF, other unions, and leaders aimed at blocking further job actions such as the June 1 walkout.

The document served on union leaders, including BCTF President Elsie McMurphy, says the government will attempt to obtain an injunction against further job action protesting its labour legislation.

Incredibly, the action is based on the original Criminal Code wording of sedition, "advocating the use of force as a means of accomplishing governmental change." The government lawyers attempt to equate slowdowns, strike study sessions, and work-to-rule as "force," and would also attempt to prohibit "intimidation" and "conspiracy" to use such "force."

McMurphy joined with other leaders in slamming the government move as outrageous and inflammatory. "We hope the government takes a look at the things that are fundamentally wrong with this bad legislation, rather than labelling its opponents as seditious," she said. "We intend to fight this heavy-handed attempt to stifle opposition."

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A four-part statement of intention to continue a strong, unified BCTF was the focus of lengthy discussion, particularly the proposal to "retain the membership of and provide services to all members of the teaching force."

Some local association representatives argued that it was not appropriate to decide on this matter at present as principals were to be withdrawn from BCTF membership; others maintained it was appropriate as a statement of principle about the kind of federation teachers desired.

In the end, the measure was adopted by a 360-148 vote margin. The statement read:

That the RA recommend to a special general meeting of the B.C. Teachers' Federation that the BCTF respond to Bill 20's attack on our organization by declaring our intention to:

• remain a strong, unified, province-wide voice for teachers, students, and the public education system of B.C.,

Medical coverage opened for exchange teachers

Teachers on exchange to B.C. are now eligible for coverage under the B.C. Medical Services Plan and the B.C. Hospital Insurance Plan.

Individuals concerned should contact the Medical Services Plan to apply for medical coverage. The plan will require a photocopy of the current immigration document held by each non-Canadian listed on an applicant's registration form. (It is not necessary to register for hospital insurance through Hospital Programs.)

The effective date of benefits will depend on each individual's date of arrival in British Columbia and the information contained in his or her current immigration document. Generally speaking, people will become eligible on the first day of the third month following their date of arrival in British Columbia. Where medical coverage is concerned, the date on which application is made will also be a determining factor.

Monthly premium rates are: one person \$20, family of two \$37, family of three or more \$42.

The application form is available from: Medical Services Plan, New Registration Unit, PO Box 1600, Victoria, B.C. V8W 2X9.



BCTF President Elsie McMurphy is served with a writ outlining the government's intention to seek an injunction blocking "the use of force" through strikes, slowdowns, study sessions or picketing in protest over its unjust labour legislation.

BCTF to limit scope of College

- continue strong local associations of the BCTF in every school district,
- retain the membership of and provide services to all members of the teaching force,
- continue to address all teachers' concerns: professional, economic and social.

Two other recommendations in the options paper concerning revision of the BCTF constitution and by-laws, were referred to a special RA to be held on August 28, 1987. (See story page 2.)

The assembly went on to agree with President McMurphy's statement that certification of locals must be a priority for the immediate future. "Our goal for the next six months," she said, "has to be to get all 75 locals certified."

Local association representatives adopted the following recommendation without dissenting vote: **That local associations be encouraged to apply for certification as locals of the BCTF as soon as it is legally possible for them to do so, and that a priority of the federation be the provision of training, release time and materials to facilitate sign-up and certification.**

There was also virtual unanimity in dealing with the question of how to respond to the new College of Teachers. One speaker argued for a boycott on grounds that, faced with tough government rules designed to control teachers, it would be very difficult for teachers to

Summer Conference looks to future

The BCTF Summer Conference will be held at UBC beginning the evening of Monday, August 24, and ending on Thursday, August 27.

Topics of certification (including background and history, benefits of membership and the mechanics of the sign-up), issues with respect to the College of Teachers and BCTF constitution and by-law changes will be covered during morning sessions with the afternoons devoted to the regular programs of the groups attending the conference.

A special Representative Assembly will follow on Friday, August 28. Local association representatives will be full participants in the summer conference. The special RA will finalize recommendations to go forward to the special AGM in October.

take control of the college. Others argued for participation, maintaining that through electing representatives to the college board, the federation had an opportunity to limit the scope of the college and ensure it served teachers' interests. Ultimately the RA approved the recommendation that the BCTF participate in the college to:

- elect board members who feel a responsibility to teachers needs as expressed through the BCTF;
- ensure that individual teacher rights are protected against arbitrary and unfair action by the college;
- ensure that the scope of activities of the college is limited to certification and setting standards for teacher education, leaving professional development to the BCTF;
- ensure that the fees charged by the college are limited to those required to carry out only certification and setting standards for teacher education.

Earlier, the assembly, despite some calls for easing of regulations on instructional hours and graduation ceremonies, backed continuance of the instruction-only campaign. The meeting adopted a recommendation that the BCTF continue the instruction-only campaign in concert with the work to rule phase of the B.C. Federation of Labour action plan, the August Executive Committee meeting review the Bills 19 and 20 action plan with input from the summer conference and that local associations be assisted with innovative protest and information efforts.

The board of directors of the Canadian Association of Principals has called on the B.C. government to withdraw its new education and labour legislation. The board has sent a telegram to this effect to Premier Bill Vander Zalm protesting that the Teaching Profession Act and the Industrial Relations Reform Act have been introduced in "a precipitous and unilateral fashion without appropriate and necessary prior consultation with the parties directly affected." The CAP directors call for the legislation to be withdrawn and that all interested parties be involved in developing legislation that will better meet the needs of B.C. education.

The association represents 15,000 principals and vice-principals across Canada.

Poll reveals:

BCTF winning public support

British Columbians are more inclined to support the BCTF than the provincial government in the current dispute over new education and labour legislation, according to a recent poll.

This was a major finding of a Marktrend omnibus survey, the results of which were published in *The Vancouver Sun* on May 22 under the headline, "Poll suggests labor bill costing Socreds support."

The survey asked respondents which organization they were inclined to support in the clash between the BCTF and the provincial government: **45 per cent said the BCTF**, 33 per cent said the government and 9 per cent said they did not support either side.

The poll, which covered 505 Lower Mainland adults, is considered to have a maximum 4.5 per cent margin of error, up or down, 19 times out of 20.

At the same time, the poll revealed a shift in public support away from Social Credit. Questioned on political support, 11 per cent said they had changed the party they would support, most indicating a change from the Socreds to the NDP.

Why? About 25 per cent referred to Bills 19 and 20.

BCTF Newsletter

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

CLIVE COCKING Editor

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

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Peck finds increase of 3.26% too rich, rejects Victoria deal

An average salary increase of 3.21 per cent has been achieved in 53 local settlements or agreements in committee to date, BCTF Bargaining Committee chairperson Don Walmsley reported to the RA.

But even some of these modest gains appear to be too high for Compensation Stabilization Commissioner Ed Peck, Walmsley said.

Peck has sent back Victoria's 3.26 per cent and Delta's 3.6 per cent while approving 3.2 per cent for Richmond and 3.25 per cent for Grand Forks.

Of remaining locals, he said, some have offers in the 3 to 3.6 per cent range, but the majority are being offered money substantially below 3 per cent.

"The teacher boycott of arbitration has been absolute," Walmsley reported. "The government has appointed single arbitrators in every case that there has not been a contract negotiated and the arbitration boards are proceeding; in fact, I suspect that most of them have now wrapped it up and some of the 'awards' have been issued."

He said 67 locals have achieved seniority-severance contracts, but eight are left outstanding.

Bargaining has also produced some improvements in grid-shortening, prep time, noon-hour supervision, leaves of absence, substitute rates, benefit packages, higher staffing levels, professional development and picket line protection, he said.

As for membership protection packages, Walmsley said the situation is extremely fluid. Six locals have negotiated all seven points in the BCTF plan, 43 have some to almost all of those items, but 26 locals have got nothing and 10 of these are having trouble meeting their boards. Locals are continuing to press for settlements.

Withdraw Bills 19, 20, say Canada's principals

The board of directors of the Canadian Association of Principals has called on the B.C. government to withdraw its new education and labour legislation.

The board has sent a telegram to this effect to Premier Bill Vander Zalm protesting that the Teaching Profession Act and the Industrial Relations Reform Act have been introduced in "a precipitous and unilateral fashion without appropriate and necessary prior consultation with the parties directly affected." The CAP directors call for the legislation to be withdrawn and that all interested parties be involved in developing legislation that will better meet the needs of B.C. education.

The association represents 15,000 principals and vice-principals across Canada.

ANDES leader shot, critically wounded, at peaceful demo

Prominent Salvadorean education leader Julio Portillo was shot and critically wounded May 31 while addressing a human rights rally in San Salvador, El Salvador.

He had been participating in a peaceful demonstration on behalf of political prisoners outside Mariona Prison when a guard fired and he was struck in the spine, the bullet lodging in his lung. He was rushed to a private hospital, but his whereabouts is unknown and it is also uncertain whether he is receiving medical treatment as the government has imposed a ban on medical treatment of teachers.

Portillo, who attended a WCOTP conference in Regina and Vancouver last summer, and had meetings with the BCTF, is the former secretary general of the National Association of Salvadorean Educators (ANDES) and is currently on the executive of that organization.

Concerned members of the international teaching community are urged to appeal to the Salvadorean government for the safety and immediate medical care of Julio Portillo. Telegrams should be sent to: Presidente Jose Napoleon Duarte, Casa Presidential, San Salvador, El Salvador.

Psychiatric nurses offer to attend career days

The Recruitment Committee of the Registered Psychiatric Nurses Association of British Columbia is available, upon request, to attend and conduct career fairs or career days at local high schools.

The committee utilizes a 10-12 minute video tape presentation combined with informal group discussions concerning the educational preparation of psychiatric nurses, the profession of psychiatric nursing, the role of the Registered Psychiatric Nurse as a member of the health care team and the clinical settings of employment.

For information contact: Registered Psychiatric Nurses Association of B.C., Suite 402, Deer Lake Centre I, 4946 Canada Way, Burnaby, B.C. V5G 4H7 (telephone 294-9441).

Economic, professional, legal

BCTF serves members in many ways

You get a lot more for your BCTF membership fee than just your pocket appointment calendar and a few issues of the *B.C. Teacher* and the *BCTF Newsletter*.

As a member of the BCTF you have access to a range of services and benefits that few employee groups can match. These services range from helping you win a just salary settlement every year, to protecting your job against the staff-cutters, to fighting for you if your work should ever bring you into conflict with your school board or the law.

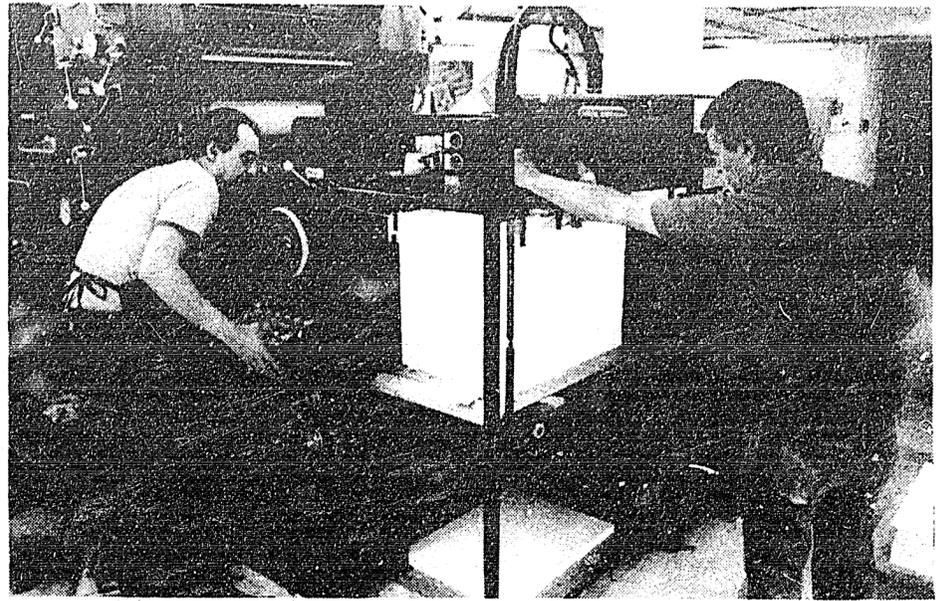
The **Bargaining Division** exists to help your local association to build an annual case for an increase in your salary, and to present that case effectively in negotiations and if necessary in arbitration. The Bargaining Division also monitors working and learning conditions in our schools, and works for improvements in staffing formulas, class sizes, supervision duties, teacher workload, and other conditions that directly affect the way you do your job.

The federation and its locals work consistently to improve the personnel practices of our school board employers. And when deviations from good practice arise, the federation is there to support the teacher who has been victimized. Our **Teacher Personnel Services Division** provides help to teachers on all disputed transfers, suspensions and dismissals, and advice on other problems such as inappropriate assignments or reports by administrators. Where great injustice has been done to one or more members, the federation may even appoint a commission of inquiry to hold hearings in the district and recommend solutions to the problem.

More and more often teachers find themselves facing legal problems, and again the federation is at their side. Legal advice is free on request for any problem "arising directly out of the member's practice of the teaching profession and on tenure problems relating to such matters." More substantial legal assistance — defence by a lawyer in a court trial, for example, — may be authorized by the

Executive Committee on a case-by-case basis. In some recent cases the federation has paid costs of \$50,000 to \$150,000 on behalf of members.

the best in Canada. The federation strives continually to make this plan even better and is currently exploring a proposal to make it possible for teachers to retire as



BCTF printers Roger Bertolussi (left) and Bob Cadman (right) produce an Action Update, as federation staff put in long hours backing teachers' fight against Bills 19 and 20.

The federation maintains experts in **income security** whose task it is to guide members through the maze of protective plans provided by the BCTF and by government: sick leave, workers' compensation, unemployment insurance, group life insurance, salary indemnity and health plans. The job of these experts is to ensure that any teacher in need takes full advantage of the programs.

Part of your fee goes to support the **BCTF Salary Indemnity Plan**. This plan provides both short-term and long-term benefits for teachers who have become disabled and cannot continue to teach. Short-term benefits pick up where statutory sick leave ends and may last as long as 175 teaching days; long-term benefits go on from there. SIP pays 65 per cent of the first \$25,000 of your salary, plus 50 per cent of the next \$25,000. And these benefits are non-taxable.

As a member of the BCTF you belong to the **Teachers' Pension Plan** — one of

early as age 55 without losing benefits.

Our **Professional Development Division** offers a wide range of in-service education and training programs to help you strengthen your professional understanding, approaches and classroom skills. These include such programs as staff rep training, classroom management strategies, and a new program being piloted this year through Teacher Personnel Services on the collegial approach to supervision and improvement of instruction. The PD Division also operates programs to improve the status of women teachers and students, to fight racism in all its forms, and to defend the rights of children.

An our **Lesson Aids Service** gives you access to some 700 curriculum materials developed and tested by fellow members of your federation. These range from one-page lesson plans to large curriculum packages, slide sets, audio tapes, gameboard and computer software.

Letters

Teachers should remember they are public servants, not (yet) public slaves

It would appear that the 1987 grad classes have more clout than the BCTF, considering all the district staff and principals' promises that "grad will go on." The Grade 12 graduation issue seems to be a more important and influential one than the future of education in B.C., let alone the "baser, selfish" issue of teachers' salary security.

I have been disappointed in the response of students and parents in my district — they want their *play* time and do not seem to care that we only offer it to them on a voluntary basis nor that we have withdrawn it under very difficult circumstances for teachers.

For close to 20 years I have given away *free* that for which people in the "real world" have been charging money. You want to play, or learn to play chess? Join the city chess club at x dollars a year. You want special, out-of-class preparation to win the money you might get for a scholarship? Hire a tutor at x dollars an hour.

I had hoped that for voluntarily running up to three school clubs a year I might at the very least get the gratitude, 4/JUNE 8, 1987

if not the respect and support, of both my students and their parents, but I do not see that forthcoming in the reactions of either of them in regards to helping me fight the government's anti-teacher legislation. I am disillusioned and angry, and I have the uncomfortable feeling of having been cheated and used.

I am therefore seriously considering whether or not I will volunteer to run any extracurricular clubs in the future and under what circumstances I might. I do not wish to punish students. On the other hand, I do *not* intend to reward students (or their parents) for holding, or continuing to hold, unfair and unreasonable expectations of teachers.

Goodwill of teachers is one thing; martyrdom is another. We may be public servants, but we are not (yet) public slaves.

Alex J. Wood
KLO Secondary
Kelowna

Time for teachers to amalgamate with AFT?

A few years ago, the Canadian Teachers' Federation in co-operation with the BCTF sponsored a teachers' rally in Van-

cover with Albert Shankar, president of the American Federation of Teachers.

Perhaps, the time is ripe to amalgamate our forces with the AFT so that a union concerned specifically with teacher problems can work with each local association? I feel teachers' needs could be met with funding, assistance, and support of the AFT.

Administrators could subscribe to the National Education Association for their specific concerns.

Unless these suggestions are considered, it is difficult to see how the provincial government's "divide and conquer" legislation and attitude will not destroy teacher initiative, unity, and security.

Max Pronin
On leave
Langley

Australian teachers express thanks for BCTF support

On behalf of all the people on exchange, and in particular, the Australians, I would like to thank BCTF for its support of the exchange teachers' programme.

At a recent conference for exchangees, a dinner was provided by BCTF at the Stanley Park Pavilion. It was a lovely setting for a very successful evening and one of the highlights of the conference.

I would like to take this opportunity to commend the executive of the Vancouver Exchange Teachers Association (VETA) which is a very hard-working group of volunteers. Many thanks to them for organising such a stimulating conference for us.

We appreciate the commitment from BCTF to exchange teachers and encourage continued support of VETA. Thank you for your contribution so far.

Ann Nankivell
Australian liaison person
Squamish

British exchangees also appreciate support program

We all appreciate the hard work which went into the planning and organising of the exchange teacher conference, the booking of speakers, the printing, the refreshments, transport, accommodation, and school visits some of which could not have been arranged without the financial support of BCTF for which we are most grateful.

M. Young
British liaison representative
Vancouver Exchange Teachers
Association
Vancouver