

BCTF Newsletter

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McMurphy tells new gov't:

Teachers want true consultation

The BCTF intends to urge the new premier and the new education minister to adopt a truly consultative approach to education issues, says President Elsie McMurphy.

"Surely we have to move beyond the insecure, inferiority-complex style of government where anyone who disagrees is a bad British Columbian, to a recognition that consultation requires, in a democratic society, two important processes: the encouragement of opposition to the government and the involvement of key participants in the formulation of decisions, not just the implementation," McMurphy told the 600 delegates to the federation's Summer Conference, held August 17-22 at the University of B.C.

She said she will be writing to Premier Bill Vander Zalm and Education Minister Tony Brummet seeking meetings to discuss issues critical to education. She listed the absence of a new School Act, education finance and the "alarming" increase in class sizes, the need for consultation and the right of teachers to full free collective bargaining and professional practice.

McMurphy pointed out that, when education minister, Vander Zalm appeared to favour bargaining rights for teachers. She noted that on the Webster Show in 1983 he said: "I would much prefer true collective bargaining [for teachers] with whatever results from it and let community pressure determine what happens." He said further: "Given the choice between the system that exists today — the arbitration — as opposed to free collective bargaining, I would choose free collective bargaining."

She said it would be wonderful if Vander Zalm followed through and

involved teachers in discussions about full bargaining rights.

But McMurphy expressed concern that the Vander Zalm cabinet has the potential to be very anti-teacher and anti-union.

She feared that the government might be tempted to eliminate compulsory membership in the federation, a possibility she opposed because it would end BCTF ability to enforce the Code of Ethics and restrict efforts toward greater professional responsibility in teacher training, certification and practice.

Another concern she had is the cabinet's potential to "view principals as

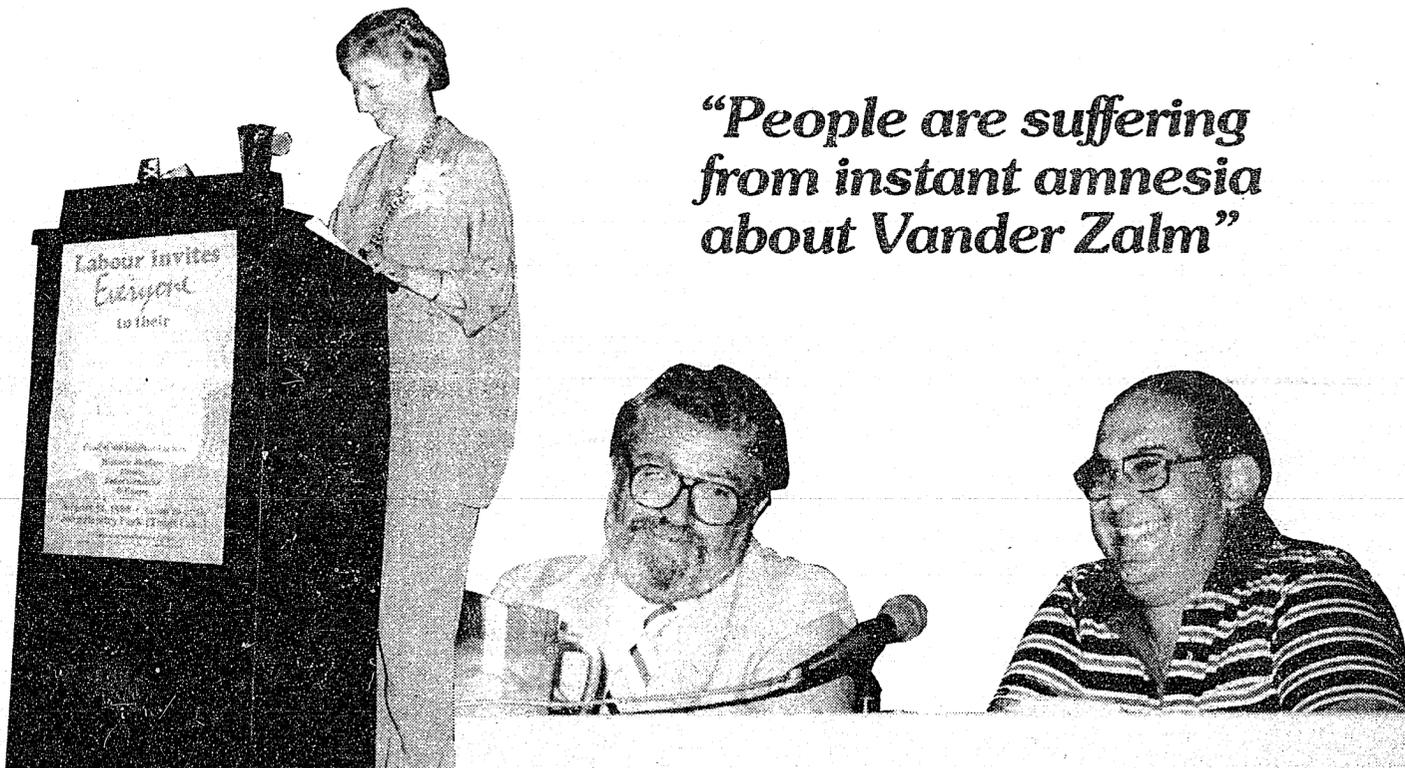
managers" and withdraw their membership in the BCTF.

"I want to make clear to the government our position: principals should be members of the BCTF with the same rights and obligations as other members," McMurphy declared. "In other words, a principal is a principal-teacher, first among equals. However, I think principals are vulnerable: their removal from the federation's membership would be a loss for the federation, but the loss to principals themselves and to the functioning of the system generally would be profound. I urge the B.C. Principals' and Vice-Principals' Association and individ-

ual administrators to make their position clear, through their local associations and the BCTF, for without a confident, unified stand, this government will surely use the opportunity to create what I would view as an unhealthy, counterproductive approach to organizing education."

McMurphy also warned that the profession must continue to resist other trends harmful to quality education. She cited the increase in class sizes, provincial examinations, centralized decision-making which could lead to the "de-skilling" of teachers and the trend to "mar-

See "McMurphy" page 3



"People are suffering from instant amnesia about Vander Zalm"

Addressing the Summer Conference, BCTF President Elsie McMurphy (left) called on the new Vander Zalm government to open true consultation with teachers, while radio hotliner Rafe Mair (centre) and political commentator Stan Persky (right) took pleasure as panelists in panning the government's approach to education.

Persky, Mair on gov't:

New faces, same old policy

The socialist and the free enterpriser were in agreement.

Bill Vander Zalm had been a "terrible" education minister three years ago.

The present provincial government has no education policy and is not likely to develop one in the near future.

And it will probably take an election and a royal commission to bring about change in education.

Stan Persky, a Capilano College political studies instructor and a political commentator on CBC Radio's "Morningside" show, and Rafe Mair, CKNW radio hotliner and former Socred cabinet minister, surprised their audience (and possibly themselves) in how little they disagreed in their analysis of the politics of education. The two gave their views in an entertaining panel discussion at the BCTF Summer Conference.

Persky pointed out that the hoopla surrounding the selection of Bill Vander Zalm as the new leader of the Social Credit Party and premier seems to have

triggered "instant amnesia", with many people forgetting the anti-education views he expressed as minister.

"No matter how sweet the new face of political relations are, I know that underneath it all the present government has not been changed by the appearance of Bill Vander Zalm," he said. "Fundamentally this government does not understand what I, and I suspect what most of you, mean by education."

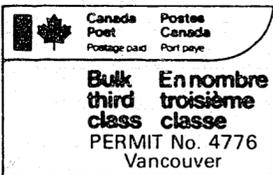
Rafe Mair, who emphasized that he was not present to defend the current government, began his remarks on politics and education by suggesting that teachers should recognize that they are not uninfluenced by self-interest, that they should become individually involved in the political process, that they should use the media better and that they should give Premier Bill Vander Zalm a chance.

"There is always the chance that the office will make the man, it's happened in remarkable circumstances before — never so remarkable as these — but it has

happened," said Mair. "There is no sense in using whatever time he has in office — 20 weeks, 20 months or 20 years — simply to bash him by knee-jerk reaction, because no matter how badly you may want the Socreds out, and Mr. Vander Zalm particularly, I remind you that you are supposed to be dedicated to making things better in education no matter who is in power."

Pointing out that Vander Zalm had perhaps not made a bad start since he had agreed with NDP Leader Bob Skelly on the need for a royal commission in education, Mair went on in the question-and-answer period to acknowledge that the province would not likely get a new approach to education without the stimulus of a well-funded royal commission and an election which, with new seats and retirements, will probably significantly change the composition of the legislature.

Persky also supported the idea of a
See "No education" page 3



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

Task force makes recommendations to resolve principals/BCTF issues

A series of recommendations aimed at resolving contentious issues between the principals' PSA and the federation has been proposed by the Task Force on the Membership of Principals in the BCTF.

The recommendations cover policies concerning professional responsibility, job actions, representation to outside bodies, teacher evaluation, salary levels and procedures for appointing administrators. The proposals in the task force report will be considered by the Executive Committee in September, the fall Representative Assembly and finally by the 1987 Annual General Meeting.

The task force's key recommendations, some of which revise existing policy, are that:

- principal teachers are considered teachers first and that, while they have specific legal responsibilities in addition to those of other members, their primary responsibility lies with the teaching profession;
- principal teachers should be given the opportunity, prior to any membership vote, to decide whether or not to participate in a local or provincial job action;
- supervision of instruction should be

a continuing process obviating the need for regular formal evaluation of teachers;

- the differential between the salaries of teachers, including administrative and special responsibility allowances, should be smaller;

- the circumstances in which a member is considered to be speaking as an individual rather than in the name of the federation, a PSA, or a local association should be clarified;

- and that local associations should be encouraged to negotiate with their boards a process for appointment of principal teachers that includes involvement of school staff and community representatives.

The task force was appointed in April 1985 to make recommendations concerning the role and responsibility of principals following a number of disputes between the B.C. Principals' and Vice-Principals' Association and the federation. The disputes generally concerned whether principals were receiving sufficient service from the federation and whether their role and legal responsibilities were being taken into consideration by federation policies.

Concerning principals' responsibility,

the task force urges that the Professional Development Advisory Committee consider developing a leadership skills training program for principal teachers that would emphasize shared decision-making and conflict-resolution.

On the job action proposal, the task force proposed that if principal teachers decide not to participate in any job action that they be required to contribute to the local their salaries and allowances if the action results in other members losing income.

"This report represents the consensus reached by our task force," the task force wrote. "We hope our recommendations will be considered by open minds, that our report will help dispel the unfortunate dissatisfactions of the relatively recent past, and that it will help all members to work together to foster and promote the cause of education within a united federation."

The task force comprised chairperson Colin Scott, a Prince George principal teacher, Barbara Parrot, a Langley teacher, Jack Stevens, a North Vancouver principal teacher, Dave Williams, a Shuswap vice-principal, and Alice Zilber, a Surrey teacher.



Tony Brummet, former principal named minister of education.

Tony Brummet named education minister

Tony Brummet, a former secondary school principal, is the new minister of education.

Brummet, who was first elected as a Social Credit MLA for North Peace River in 1979, previously held the portfolios of energy, mines and petroleum resources, lands, parks and housing, and environment.

Brummet, who received his bachelor of education degree from the University of B.C., was previously principal of Bert Bowes Junior Secondary School in Fort St. John, where he lives with his wife and three children.

BCTF Salary Indemnity Plan changes benefit provisions

Two significant changes in benefits under the BCTF Salary Indemnity Plan (SIP) took effect September 1.

The waiting period between the exhaustion of sick leave and the start of SIP benefits has been eliminated. Formerly there was a 10-day waiting period after all available sick leave had been used before SIP took effect.

The second change is a reduction in the short-term benefit period to 120 school days from 175. This should benefit teachers on the plan as evidence over many years indicates that a disability that lasts 120 days is likely to persist considerably longer. After 120 days teachers may now apply for long-term benefits which are slightly better.

In the last school year the short-term SIP assisted 408 teachers, with an average benefit period of 67.9 days, at a total cost of \$2.2 million. The long-term plan, now two years old, is currently assisting 41 teachers. Another 15 have applied for benefits.

All teachers are required to participate in SIP as a condition of membership in the BCTF. However, members who will be 64 or who will complete 35 years of pensionable service in this school year may apply to withdraw from the long-term plan. Detailed SIP regulations appear on pages 62-66 of the *Members' Guide to the BCTF*.

No education reform likely without commission, election

From page 1

royal commission, but cautioned that its success was dependent on who was selected as commissioners. But he emphasized that he felt it more important that the province get a government which has an education policy.

Mair also offered a caution, noting there was a great diversity of opinion as to what kind of future young people face and how education might prepare them for it. "If the royal commission just dances around and comes up with all kinds of rubbish that we all know, then it will be a total failure," he said. "But if it gives us some reasonable hypotheses as to what kind of future we're educating our children to go into, then I think it will be worthwhile."

Members to be urged to work for education in provincial election

The Persky-Mair dialogue at the summer conference touched off an explanation to delegates of the BCTF recommendations for teacher involvement in the next provincial election.

Early in the fall staff representatives will be conducting school meetings to encourage teachers to get directly involved in the election by committing themselves to work for the party of their choice, or by giving money to those parties or candidates who support public education.

The BCTF position is laid out in a pamphlet for teachers which outlines the federation's major objectives for education, reviews the damage done to the system over the last four years and outlines the education policies of the opposition parties. Continuing efforts are being made to obtain a policy statement on education from the government.

Reminder: half a million voters are still not on the voters' list. The federation urges members to make sure they are on the list. In Vancouver, call 660-6848; outside Vancouver, consult the blue pages of the phone book, under Voter's List.

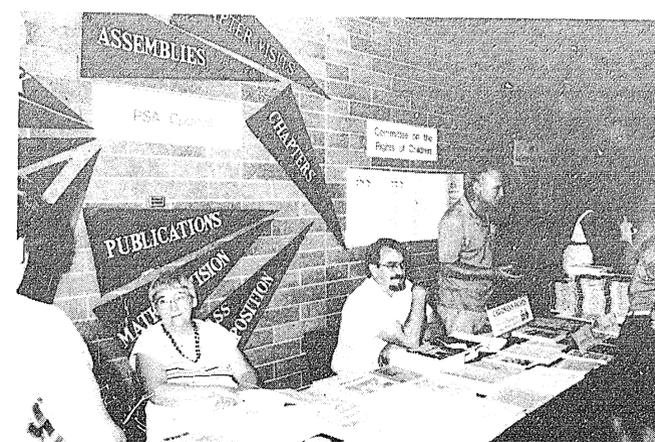
Unsettled issues could provoke job actions

George North
Director, Bargaining Division

Teachers in as many as 17 school districts could be working to rule this fall over a variety of 1986-87 contract issues. This parallels the situation last year when at least 13 locals engaged in job action to establish their right to increments.

This time most unsettled issues flow from application of the government's discriminatory Compensation Stabilization Program and aspects of the arbitration process.

Abbotsford, Burnaby, Kamloops, Kimberley, Langley, Maple Ridge, Surrey and West Vancouver are all fighting for retention of their arbitrated awards that range from 1.4 per cent (Kimberley) to 3.4 per cent (Abbotsford, Langley, Maple Ridge). CSP commissioner Peck has ruled that under his perverted system of increment costing, what is euphematically referred to as "total compensation package" cannot exceed his maximum guideline figure of 3.09 percent, which, by the way, has fluctuated from 3.07 on August 12 in Burnaby's ruling to 3.09 on August 18 in Langley's. (BCTF has taken strong exception to the whole process in meetings with former finance minister Hugh Curtis, specifically attacking inclusion of increments which discrimi-



Summer Conference's "Marketplace" did a booming business as PSA Council chairperson Gorvon Moffatt (centre) and professional development staff member John Hardy (right) extolled the benefits of PSA membership.

Gov't lawyers' motion delays BCTF Charter of Rights trial

B.C. teachers' Charter of Rights claim to full collective bargaining will not go to court this fall as expected due to a motion by government lawyers which seeks a ruling on teachers' equality rights without a full trial.

But BCTF lawyers will be in court in September pressing for an early trial that hears all the facts of the case.

While a September trial of the full case (launched by BCTF, teachers and locals in April 1985) was projected by Chief Justice Allan McEachern this spring, subsequent pre-trial developments have now effectively blocked that possibility.

B.C. government lawyers now claim that Section 15 of the Charter, which guarantees equal protection and equal benefit of the law without discrimination, could not possibly apply to teachers as a matter of interpretation, no matter what the facts are. They instituted a procedural request for a pre-trial hearing on a separate "point of law," a procedure sometimes used when facts are not in dispute. (The government has claimed in the BCTF case, however, that teachers do not in fact suffer any disadvantage resulting from their restricted bargaining rights.)

BCTF lawyers, on the other hand, claim that it is completely impossible to determine whether the laws limiting B.C.

teachers' bargaining offend the equality guarantees in the Charter without a full examination of the evidence in the case. In particular, they say that the facts surrounding the purpose and effect of the legislation have been seen as central in previous court rulings on Section 15. As well, they point out that splitting up the case may well lead to further delays, appeals, and frustration for the claimants.

The procedural motion was granted in Supreme Court on May 16, but BCTF counsel John McAlpine successfully obtained leave to appeal from Madam Justice McLachlin of the Court of Appeal, who noted that the "normal right is to have all the issues determined on a trial after a full hearing of the evidence." The actual appeal will be heard September 4.

Meanwhile, preparations for the trial have been continuing. BCTF lawyers have spent seven days examining deputy education minister Jim Carter, while government lawyers have produced a barrage of objections to his answering key questions. More than 1,000 documents have been exchanged. Eight teachers representing their colleagues have spent 14 gruelling days being questioned by government lawyers on the effect of teachers' lack of bargaining rights.

teacher cases. Not wishing to repeat his error in Vancouver Island South a year earlier when he refused to grant increments, Lindholm awarded zero to Prince Rupert, 1.3 per cent to Kitimat (offered in negotiations), 1 per cent to Terrace and .56 per cent to Nisgha, the latter two increases partly funded out of isolation allowances being removed from the agreement.

Instruction only is likely in Armstrong (seniority/severance clause), North Vancouver (working conditions), Cowichan (staffing and teacher layoffs), and Queen Charlotte Islands (allowances).

In addition to locals currently contemplating or continuing job actions, others have received Peck rejections, including Windermere (2.4 per cent), Central Okanagan (1.5 per cent), Golden (3 per cent), and Fort Nelson (2.5 per cent).

A combination of legislative restrictions, unfair treatment of teachers under CSP and such cases as Burnaby school board unwillingness to bargain fairly, have resulted in 17 locals taking or seriously contemplating job action this September. Teachers affected have been pledged full federation support by president Elsie McMurphy.

Plus ça change, plus c'est la même chose.

McMurphy offers premier economic solution: rehire 3,500 teachers

From page 1

ketting" schools. She reminded conference delegates of the role played by the Program for Quality Teaching, Status of Women, Program Against Racism and the Education Audit in countering these trends and furthering federation goals of quality education and professional responsibility.

Turning to bargaining, McMurphy said the goal in the coming round will be to restore B.C. teachers' national competitiveness in salaries and to protect teachers from unfair seniority practices. "I have no doubt that we will see again this year many successful job actions in support of these objectives, for unless we maintain attractive salary levels and provide teachers with job security, we will be unable to advance and retain the quality of people we attract to the profession."

Noting that the majority of women members are at the primary and intermediate levels, she said that preparation time for K-7 teachers is an essential bargaining objective.

In conclusion, McMurphy pointed out that Premier Vander Zalm has been claiming publicly that his number one concern is with the province's economic situation and unemployment. She said, "Let me suggest a remedy for both: replace the 3,500 teaching positions that have been cut over the past four years and thereby stimulate purchasing power, reduce unemployment and positively affect both class size and teacher morale."

BCTF wants action on urgent problems

BCTF President Elsie McMurphy has told the new minister of education that the federation welcomes the government's new interest in a royal commission on education but wants action on a series of urgent problems.

McMurphy made the points in a meeting with Tony Brummet held in the BCTF Building on August 22, which was also attended by First Vice-President Alan Crawford and Government Division Director Jim Bowman. The meeting was set up after the minister indicated a desire to sound out the views of major education representatives on education issues and the possibility of a royal commission as recently revived by Premier Bill Vander Zalm.

"We have been advocating a full-scale review of the school system, either by a government-appointed royal commission or by an independent body, for several years," McMurphy told Brummet. "We're happy the suggestion is now being seriously considered by Premier Vander Zalm."

But she emphasized that there are serious problems which cannot wait two or three years for a commission report. Needing immediate attention, she said, were such problems as:

- the drastic underfunding of the school system for the past four years;
- the need for full collective bargaining rights for teachers;
- the restoration of public and professional confidence in the school system;
- and the establishment by the government of genuine consultation with the teaching profession.

"If the government is prepared to act on these and other pressing issues immediately we would happily support a royal commission," said McMurphy. "A royal commission could help to develop a realistic and consistent education policy, which this province has lacked for a generation."

Letters

Site development study aims at financial and social benefits

The May 22, 1986 issue of the *BCTF Newsletter* contained a short article about a joint BCTF/Western Development Corporation committee that has been formed to study the feasibility of jointly developing the federation's residentially-zoned property at Sixth and Cypress in Vancouver. Unfortunately, your reporting is somewhat inaccurate and misleading, particularly with respect to the work of the Building Subcommittee and the reasons the Building Subcommittee presented the study proposal to the Executive Committee.

The proposed joint development with WDC results from the investigations of the Building Subcommittee and staff members into how the BCTF could make this residential property a more productive asset, or alternatively, whether the BCTF should sell this property. It is a very valuable property, surplus to the BCTF's current needs, and with the current market value in excess of \$1.6 million. Rather than simply selling the property, the Building Subcommittee has been attempting to ensure that the BCTF receives full dollar value for the property, yet have the property developed in a socially responsible manner, with a development that would be a compatible neighbour to the BCTF.

The discussions with the WDC are the culmination of a wide-ranging review of alternatives. During the past year we have met with architects, real estate companies, non-profit housing societies, representatives of the Building Trades Council, various building trade unions, CMHC, Vancouver City Planning Department, etc. The Carpenters' Union, through the Western Development Corporation, its housing development arm, was only one of the many groups that we approached. It appeared that working with WDC would be the best means of achieving both the financial and social objectives.

During July the joint committee met frequently and made substantial progress. If everything proceeds as planned, we will present a proposal to the October 3-4 Executive Committee meeting and then to the fall Representative Assembly.

the membership should be aware that this is only part of the committee's efforts during the past year to improve the BCTF's financial position. At the direction of the Executive Committee, and working with the Finance Committee, much of the Building Subcommittee's work over the last year has been focussed on these objectives. For example, the BCTF also owns some commercial property on Broadway. Last year, the Building Subcommittee successfully negotiated a lease with a major restaurant chain that will give the BCTF nearly \$1 million in total rental income over the 10-year lease, plus the tenant has invested \$500,000 in building improvements that will become the property of the BCTF at the end of the lease.

Perhaps this information will provide readers of your article with a better understanding of the careful, responsible manner with which the Building Subcommittee and the Executive Committee have dealt with property management. Service to members is, of course, the paramount objective, but we are also attempting to ensure, at all times, that BCTF members receive full financial value for their membership fees.

Marion Runcie
Chairperson, Executive Committee
Building Subcommittee

Retired teachers' pensions boosted by militant action

Re the letter from Mrs. A.C.L. Hughes (retired) in the May 22, 1986 issue. Apparently she does not remember that in 1971 we took part in a one-day strike on behalf of those teachers already retired. This political exercise resulted in benefits to her pension and mine.

Those of us who started teaching at \$780 a year are grateful for the salaries and security of tenure achieved for us by the BCTF.

Yes, the present government has held a grudge, and shown it, for 14 years. This is not a mark of the maturity of leadership. It used to be considered unethical to leap into print against our association and its members. Retired or not, we are still teachers.

Dorothy Ives
Retired
Alberta Beach, Alberta

AGM recognition urged for our "incredible" resource of children

I was not at the AGM this year but according to our district's human rights representative, the Status Of Women meeting before the AGM did discuss resolutions 122 and 123. Though apparently there was general agreement "that this entire issue was not a teaching matter", the resolutions remain in our BCTF Members' Guide for another year.

It was felt these resolutions allowed not for teaching abortion, but encouraging choice-making. When I say I am against abortion I am not against individual rights, decision-making or placing value judgements on another's actions. I am placing value on an unborn child's life. I am encouraging individuals to exercise choice and control over their bodies before they become pregnant and responsible for a new human being.

Abortion is never an individual choice for a woman in control of her own body. There are two bodies involved and there is an individual that cannot speak for him or her self. As teachers we should realize the incredible resource for our own species and this planet that is our children. I hope by next year's AGM more teachers will believe and be willing to voice the belief that this resource does not begin only after birth.

Daragh Truscott
Teacher
Campbell River

BCTF Newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION
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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 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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College faculty seek collective clout with new union structure

Faculty unions at 12 B.C. colleges have approved a proposal to strengthen their organization by adopting a provincially-coordinated union structure.

Delegates to the Annual General Meeting of the College-Institute Educators' Association of B.C., held in Nelson in June, unanimously adopted the new structure. The AGM vote followed local association ratification votes held earlier in the spring.

John Waters, re-elected CIEA president, said the main changes resulting from the decision will be the central provision of bargaining, grievance/arbitration and legal services, and the creation of a strike/lockout fund.

"College faculty in B.C. are now resolved to act collectively to stop the provincial government's erosion of post-secondary educational services," said Waters. "The colleges and institutes were established to deliver a comprehensive range of post-secondary programs to the residents of B.C. in their own communities. The cutbacks in college-institute funding and services over the past five years, however, have denied many British Columbians access to post-secondary education. Those cutbacks have also produced financial loss, deterioration of working conditions and general demoralization for college-institute employees. The new provincial faculty union will attempt to reverse these trends."

The decision means that the union, which retains the CIEA name, will change from a loose federation of autonomous unions to a federation with greater resources and more provincial coordination.

The BCIT Staff Society chose not to belong to the provincial union and withdrew from CIEA on June 1, 1986.

Pension fund growth beats inflation rate

Individual pension contributor statements will be sent to school boards in September for distribution to teachers. Any questions on the accuracy of the data should be referred to the Superannuation Commission.

If you received less than 10 months of pensionable service in 1985 due to unpaid leaves of absence and if you wish to purchase up to full credit, please contact your school board for information on how to apply. Please note that depending on when the absences were taken, the deadline for payment may be as early as December 31, 1986.

Nova Scotia and New Brunswick now permit reinstatement of refunded service in their pension plans without returning to the province. For information please contact the applicable teachers' federation.

As of June 30, 1986 the annual rate of return on the total teacher pension fund of \$1.87 billion was 10.4 per cent. After deducting for inflation the real rate of return was 6.7 per cent.

Revised booklets on the teachers' pension plan will also be sent to school boards in September. Please ensure you receive and retain your copy.

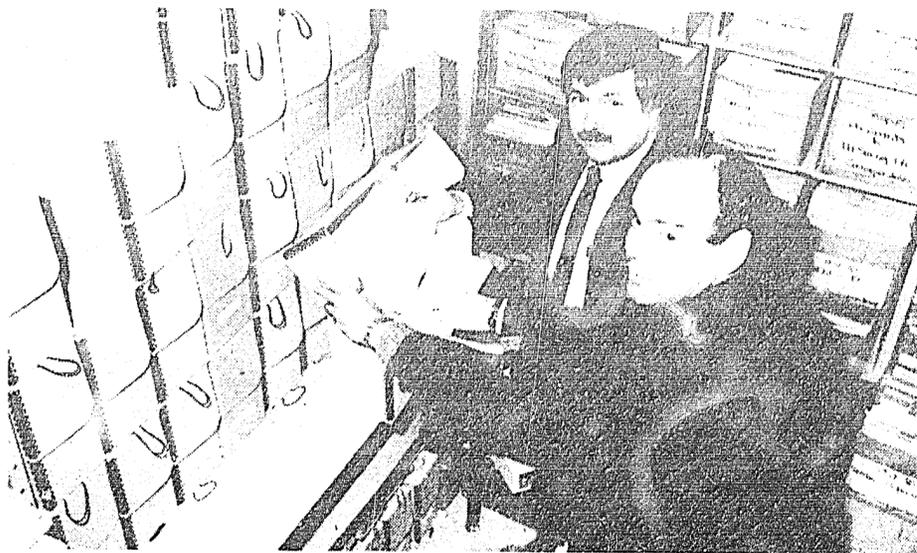
CUSO needs teachers

CUSO is looking for teachers to serve two-year appointments overseas.

In Nigeria, there are openings for teachers in Introductory Technology and Physics, Mathematics, Introductory Technology and Physics/Chemistry.

In Thailand, there are four positions open in TESL.

For more information call CUSO Vancouver at 732-1814 or send a resume to CUSO, 2524 Cypress Street, Vancouver, B.C. V6J 3N2.



Reviewing materials in the BCTF's new Strike Archive are bargaining division staff member Ken Novakowski (top) and strike archivist Guy Robertson. The archive, which is open to researchers, contains news clippings, documents, photographs and tapes pertaining to the 1983 teachers' strike and earlier actions in 1919, 1921 and 1971.

BCTF, support staff union sign two-year agreement

The BCTF and the Union of Teachers' Federation Employees, representing support staff, have concluded a new two-year agreement.

The settlement was reached August 20 in a day-long bargaining session with the help of a mediator. The union had earlier voted 80 per cent in favour of strike and had served strike notice.

On money matters, the new contract added \$1,275 to each annual point on the salary grid retroactive to July 1, 1986 (or \$106.25 per month for each employee), raised entry level pay grade one at steps 1 and 2 and added a 50 cents per hour differential for staff working afternoon or graveyard shifts.

Maternity leave benefits were created,

with the federation agreeing to top-up unemployment insurance benefits (now covering 60 per cent of salary) so that 80 per cent of salary will be covered. Those drawing the benefit are required to be employees of the BCTF for one year prior to the request for leave and are to agree to return to work for at least six months following maternity leave.

Another new provision calls for staff to have the choice of either refusing to do extra work resulting from non-replacement of staff away due to illness or leaves, or of accepting a one-half step bonus. The summer hours provision, (a 31-hour work week in July and August instead of the normal 35 hours) currently covered by letter of intent, is incorporated into the contract.

Burnaby board's grievance against BTA rejected

A grievance filed by the Burnaby School Board against the Burnaby Teachers' Association was rejected by arbitrator Steven Kelleher on July 17.

The board had alleged that messages to teachers about a September General Meeting and notice that a motion regarding a full extracurricular activity ban were a violation of a "no job action" clause found in the agreement.

The clause states: "During the term of the agreement, either party will not take any action to influence the outcome of the grievance-arbitration procedure."

The school board had alleged that this clause meant that job action could not take place during the term of the agreement and suggested that this was the

intent behind the clause. BTA had rejected wording that would accomplish that intent in previous negotiations.

The proposed notice of motion regarding job action was prompted by the board's refusal to "split" the arbitrated award of 2.35 per cent over two contract years.

The teachers argued that the clause refers only to actions undertaken to influence the outcome of a grievance that was underway, that the board's grievance was premature since no decision has even been made, and that there is not a current agreement in force, because the question of the salary increase and other contract items are in limbo pending a CSP ruling.

CTF president cites politicians for public education crisis

It is not schools which have failed society, but political and economic leaders who have failed public education, says Canadian Teacher's Federation President Frank Garritty.

Garritty made the remark in a presidential address to the CTF Annual General Meeting, held in July in Edmonton.

He was critical, among other matters, of the failure of provincial governments to increase investment in improving teaching and learning conditions, to end erosion of teachers' salaries and stop the attack on collective bargaining, and, through the Council of Ministers of Education, to endorse the concept of a National Office of Education.

"Let me say to you and to the Canadian public that it is not schools which have failed society, it is the political and economic decision-makers who have failed our public schools, who have failed to recognize that no nation will ever rise above the level of education possessed by its citizenry," said Garritty. "And let me say to you and to the politicians, that political leadership is more than just reading surveys and rushing to the head of the parade of public opinion, that principles of justice and equity are more important than political polling, that human dignity and the spirit of an egalitarian society are not to be sacrificed on the altar of the marketplace and in the name of efficiency."

Vacancies

Professional Development Advisory Committee: Metro Co-ordinator

Due to a resignation, there is a vacancy in the Metro zone for a professional development co-ordinator. Applicants must be nominated by a local within their zone. Deadline for applications is **September 19**; the appointment for a three-year term is scheduled for the October 3-4 Executive Committee meeting.

Technology Task Force

There is one vacancy on the Technology Task Force. Task force members were appointed to serve two-year terms in June 1986. Since this group currently comprises three males and one female, and the BCTF seeks a male/female balance, preference will be given to female applicants. Application deadline is **September 26** with the appointment scheduled for the October 3-4 EC meeting.

Federation Appeals Board

Ten BCTF members will be elected at the November RA to serve 3-year terms on the Federation Appeals Board. Candidates must have received prior approval of a local general meeting or delegate assembly. Please refer to page 90 of the *Members' Guide to the BCTF* for more information. Application deadline is **October 27**.

Applications for any of the above vacancies must be submitted on BCTF curriculum vitae forms. Forms and more information are available from Jacquie Boyer at the BCTF office.

Ministry seeks teachers for FSL revision task

Modern Languages Services Branch of the Ministry of Education invites applications from interested educators to participate in revision of the French as a Second Language K-12 curriculum.

The revision committee will be responsible for recommending to the ministry an instructional framework and curriculum resources for French as a Second Language K-12 based on the ministry's "generic curriculum." The task is to be completed by June 1988.

The committee will consist of elementary and secondary educators, each having at least five years' experience teaching French as a Second Language. All applications will be reviewed by a joint BCTF/ministry selection panel, with appointments to be made by the School Programs Division of the ministry.

Deadline for applications is **September 30, 1986**. For further information contact Susan Tickson at the BCTF. Applications are to be sent to: Merle Reagh, Coordinator, Modern Languages Services Branch, Ministry of Education, Parliament Buildings, Victoria, B.C. V8V 2M4.

Hilroy Awards

Members are reminded that the deadline for applications for the CTF-administered Hilroy Awards for innovative teaching practice is **October 31**. The program consists of two awards of \$1,500 each given in each province, three national awards of \$3,500 each and one national award of \$5,500 for outstanding merit. Application forms are available from Thelma Weinreich at the BCTF.

Attendance and achievement book

The BCTF Lesson Aids has reprinted the fast-selling *Record of Pupils' Attendance and Achievement* book. This publication is a reprint of the Ministry of Education's *Home Economics Record of Pupils' Attendance and Achievement* book. To order this book please quote lesson aid number LA9942 and remit \$6 by mail or in person to BCTF Lesson Aids Service, 2235 Burrard Street, Vancouver, B.C. V6J 3H9.