

BCTF Newsletter

VOLUME 26 NUMBER 9

BROADWAY PRINTERS LTD.

APRIL 9, 1987

GOV'T ATTACKS BCTF

Never in the 71-year history of the B.C. Teachers' Federation have the collective professional interests of teachers been as seriously threatened as they are today.

The provincial government's new legislative package has, with one hand, given teachers bargaining rights which they have long been denied.

But, with the other, it has dramatically weakened the rights of all organized workers and delivered a devastating blow to the ability of teachers to express themselves in a united organization and to achieve greater control over their professional lives.

Responding to the crisis, the BCTF is holding a series of emergency meetings, including a Representative Assembly, and is calling on the members to write to the government expressing their opposition.

BCTF President Elsie McMurphy has attacked the government for failing to consult with the federation and for producing legislation that promises to cause more damage and disruption in education and labour relations than it will solve.

The package is "diabolical", she has told the news media, a blatant attempt "to butcher the BCTF" that is doomed to failure because the province's 30,000 teachers are committed to retaining the federation as their representative.

"This proposed legislation will, I'm afraid, cause more unrest, more disruption and less peace in the education system," McMurphy said.

At issue are two pieces of legislation, Bill 19, the Industrial Relations Reform Act, and Bill 20, the Teaching Profession Act. If adopted as written these bills will:

- eliminate compulsory membership in the BCTF as of January 1, 1988;
 - exclude principals and vice-principals from membership in the BCTF, designating them "administrative officers;"
 - retain the Compensation Stabilization Program in force until June 30, 1988;
 - give local associations the options of becoming:
 - a) a certified union with full bargaining rights on all terms and conditions.
- See "Emergency" page 3

"This legislation will cause more unrest and more disruption"



BCTF President Elsie McMurphy (above) speaks to emergency meeting of executive and local presidents called to discuss new legislation that could radically change teachers' professional and bargaining rights.

College to discipline teachers

Larry Kuehn
Professional Development

The creation of another powerful mechanism for disciplining teachers is a central purpose of the College of Teachers proposed in Bill 20.

One section of the Act substantially expands the power of school boards to fire teachers, providing for termination on 30 days notice for "professional incompetency, unprofessional conduct, immorality, mental incapacity or any other cause which, in the opinion of the board, renders the teacher unsuitable for the position then held by him."

Once fired under these broad powers, a teacher in a local which has been certified as a union would be able to file a grievance under the contract. Whatever happens in the grievance arbitration, even if the teacher wins, the college is to be informed and may institute an investigation of his/her "conduct or teaching competence."

Any three college council members (which includes five government appointees) may issue a citation, call for a hearing, and suspend the certificate of the teacher pending the conclusion of the hearing.

After the hearing, the council may lift the teaching certificate for "conduct unbecoming a member of the college" or for having "incompetently carried out

duties undertaken by him in his capacity as an employee of the board."

The council may also make bylaws which require members against whom

action is taken to "pay all or part of those costs" for the "proceedings before the discipline committee."

See "Teachers" page 3

Legislative double whammy

Industrial Relations Reform Act

- Local teachers' associations given the option next year of becoming a certified union with full bargaining rights;
- Strike/lockout proposed as the only effective means to resolve a bargaining impasse;
- Right to strike severely restricted by intervention powers of a new dispute resolution division;
- Teachers' bargaining remains under wage controls until June 30, 1988;
- "Administrative officers" (principals and vice-principals) denied tenure protection and bargaining rights.

Teaching Profession Act

- College of Teachers formed with compulsory membership for teachers, "administrative officers", superintendents and assistant superintendents;
- College given responsibility for certification, discipline, professional development, competence and the power to remove the right to teach.
- Membership in the BCTF made voluntary effective January 1, 1988;
- Principals and vice-principals, defined as "administrative officers", are excluded from membership in a teachers' bargaining unit;
- Teachers' associations, opting not to become certified unions, allowed to bargain only salaries and bonuses under the School Act;
- Non-certified associations denied the right to strike, dispute resolution being confined to binding arbitration if both parties agree;

Canada Post / Postes Canada
Bulk third class / En nombre troisième classe
PERMIT No. 4776
Vancouver

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

Vander Zalm doomed to repeat the past?

It may seem that consultation is a mild subject for an editorial surrounding the events of the past week but bear with us for it is at the heart of things that have been going on and that you should be aware of.

On April 1 the minister of education announced an early retirement scheme for teachers between ages 55 to 60 that would allow them to retire without suffering a loss of pension percentage for their years of service. That announcement was the result of more than two years of meetings and pressure by the federation. The most important meeting was when the federation representatives met Premier Bill Vander Zalm in the fall of 1986, showed him the alarming statistics on the dearth of young teachers in the system, and explained how an early retirement scheme could help the employment of young people, speed the retirement of those who wanted out and all at no financial cost over a period of time. The premier, whatever else can be said about him, can recognize a good deal without being hit over the head with a gardening fork, bought the idea, touted it during the election and instructed the ministry of education to get on with it when he was returned to office.

The ministry then called a number of meetings at which BCTF officials, BCSTA, superintendents' association, secretary-treasurers and ministry officials, with the very able assistance of John Cook, the commissioner of pensions, worked out the scheme that the minister has just announced.

Let it be stressed that we, and no doubt others, did not get everything we hoped for (we would like a permanent early retirement scheme for instance) but in the process of give-and-take everyone ended up with something — not least of whom a lot of young teachers looking for work and a lot of older teachers wanting to hand it over to them.

That was an example, given good will and hard bargaining, of consultation that dignifies the premier's constant message that his government is open, honest and consultative.

On April 2 we got the results of a different kind of "consultation." Two bills, one a Teaching Profession Act and the other an Industrial Relations Act, were given first reading in the legislature. To put it mildly, if both bills as they are now drafted, become law, the nature of teachers' collective life and labour relationships in this province will have suffered a sea

change. I will not burden you with a story that ought to be well known to you. We have made numerous representations to various ministers of education on the lack of (for B.C. teachers) what teachers in other parts of Canada take for granted.

We made the same pitch last fall in that meeting referred to with the premier. He listened very carefully and promised to have his staff do the study of teacher rights across Canada. Our last two meetings with the minister of education dealt in part with the report of the BCTF Bargaining and Professional Rights Task Force and our recommendations to government. We know that the BCSTA had made submissions to government and very possibly so had other organizations who might feel that they have a stake in

"If the government is truly committed to consultation, the legislation must be hoisted"

public education. We know that Mr. Hanson, the minister of labour, held an exhaustive series of hearings around the province on labour issues including teachers' bargaining and in doing so impressed at least this observer with his composure, his good manners and his apparent fairness to all who appeared before him.

Having made that excellent start why didn't the government convene a meeting of stakeholders and have them (with the ministry representing the public interest) hammer out positions that we could all live with in this province, as they did with the early retirement scheme?

Failing that approach they could still have brought forward their present bills as prospective legislation for discussion, reaction and change and we could all have had a merry old time bashing away in meetings and in the media in a very healthy democratic manner.

But this approach, 'this is the way were going to do it and be damned to you,' smacks of the kind of

treatment that Premier Vander Zalm swore to eradicate when he succeeded Mr. Bennett. What else can we think but that all those meetings were merely camouflage to conceal a government that had already formed its views? Ambrose Bierce's definition of a plebiscite as "a popular election to determine the will of the sovereign" comes to mind.

The stew that teachers are being fed comes from a recipe that though it may have many recognizable individual tastes on our palate is really a concoction dominated by Mr. Vander Zalm's trenchant view of principals as management, Mr. Carter's (formerly deputy minister) views on splitting teachers into separate professional and bargaining organizations and Mr. Brummet's scarcely veiled hostility to teacher "unions" in general and the BCTF in particular. The whole pot has been stirred by far too many cooks who think that labour unions should have little space in her kitchen and intend to see that they are out in the cold where they also think that they have put the BCTF.

And that's where they have made a very major error in my view. If I can switch metaphors, I have on occasion likened teachers to a redoubtable and much-threatened species. We browse separately although not too far from the herd. We fight among ourselves of course at times and we have our mavericks. We also, for much of the time, don't think much of our collectivity nor of the leaders of our herd, but threaten us, as has now been done and slow to anger as we are, we will stick our vulnerable ends into the circle and present a very formidable front to those who would try to eliminate us.

But why should we have to take this kind of action against a government that is ostensibly committed to openness, honesty and consultation. If that commitment is to have any credibility then the legislation must be hoisted. Peace, harmony and prosperity, which we thought was the mandate that put the premier back in office, are possible to attain, but only through meaningful consultation. The government has, by its action on April 2, raised the spectre of 1983 all over again. The premier would do well to reflect on the words of Santayana, "He who cannot remember the past is doomed to repeat it."

*Jim Bowman
Director, Government Division*

Emergency RA to plan action

From page 1

and with the right to strike; b) a non-certified association with full bargaining rights but arbitration only with agreement of the board and only on salary and bonuses; c) establish a College of Teachers which will include teachers, "administrative officers", directors of instruction, assistant superintendents, and superintendents and which will govern certification, discipline and professional development.

Following announcement of the legislation, the federation has held a series of meetings to formulate its response. The process began on Friday, April 3, with an emergency meeting of the Executive Committee at which a series of motions were adopted. The following day an extraordinary meeting of local association presidents and the Executive Committee was held and endorsed motions that:

- the BCTF is opposed to the separation of teachers' professional responsibilities and bargaining rights as reflected in the proposed College of Teachers, changes in the membership, role and duties of principals and vice-principals, and the retention of wage controls for another year;

- the BCTF is opposed to changes to the Labour Code/Industrial Relations Reform Act which weaken the rights of all organized workers;

- the BCTF expresses its dismay at the process used by the government to introduce Bill 19 (Industrial Relations Act) and Bill 20 (Teaching Profession Act) without a responsible consultative process involving the BCTF;

- the BCTF is opposed to the proposed arbitrary and unilateral cancellation of due process, tenure and benefit rights of teachers;

- the BCTF call on the government to delay consideration of Bill 19 and Bill 20 to allow the appropriate consultation with the BCTF to take place;

- failing agreement to delay, the BCTF urge the Opposition to make every effort to delay passage of the legislation until consultation with the BCTF has taken place;

and that the BCTF seek immediate meetings with the premier and the minister of education.

The meeting also agreed to urge local associations to hold emergency meetings on the impact of the legislation, to

request local presidents to express opposition to their local MLAs, to encourage members to sign a ballot protesting the legislation and to hold an emergency RA, with local presidents included, in Victoria on Thursday, April 9.



Local presidents lined up at the mikes in emergency meeting to speak to motions calling on the government to delay passage of its new legislation pending consultation with the BCTF.

ATA pledges \$100,000 for BCTF

The Alberta Teachers' Association has thrown its full support — moral and material — behind the BCTF's fight to maintain a unitary organization.

The ATA has also sent along a complete indexed binder summarizing its successful fight against the Alberta government's attempt to take away ATA responsibility for professional issues and services, and give them to a government-controlled commission.

Similar to B.C.'s Bill 20, the Alberta government's proposed legislation would have left the ATA with responsibility strictly for "restricted scope" collective bargaining.

The ATA Annual Representative Assembly has endorsed the principle "that occupational groups have a right to choose their own organizational structure" and authorized the Provincial Council to allocate up to \$100,000 to help BCTF with legal costs.

BCSTA is happy

Eric Buckley, President of BCSTA, was interviewed on CBC Radio's "Early Edition" just after the legislation was introduced. One of his comments is especially revealing:

Question: Was there anything you wanted that you didn't get?

Buckley: Essentially no. All the trustees' recommendations were endorsed in some form.

Teachers will pay and pay and pay

From page 1

Thus, the individual teacher will pay dues to the union to defend against disciplinary actions taken by the employer, will pay fees to the college to pay for actions which might be initiated against himself/herself, and then may be forced to pay again for the full costs of the college's disciplinary action.

The council of the college will be made up of 20 members, all of whom will be initially appointed by the minister of education. That group will make up the bylaws, create the administrative structure, and set up the mechanism for elections the next year for the 15 people elected by college members. Five members will continue to be appointed by government.

The government will provide money for the startup expenses for the college, but these will be a debt owing to the government and made up later by members' fees.

Members of the college will include superintendents, principals, public school teachers, and private school teachers qualified for a certificate.

In addition to powers of discipline, the college will control the issuing of certificates, and may carry out in-service programs, "in cooperation . . . with discipline committees, develop specific programs to assist individual teachers", and establish provincial specialist associations for the limited purpose of "providing advice on professional development in specific fields of curricula."

We did not get what we asked for

The BCTF made representations to the provincial government for improvements in our bargaining and professional rights, based on the work of the Bargaining and Professional Rights Task Force and the 1986 Annual General Meeting. The following outlines some of the key changes we sought — and how the government has now responded.

Choice mechanism for dispute resolution

BCTF Request: Teachers sought the choice of arbitration or strike as a mechanism to resolve disputes in a way that would minimize disruption.

Government response: The government has proposed strike/lock-out as the only effective means to resolve an impasse (Bill 19). While the government is proposing to grant teachers the right to strike, such actions will be severely restricted by the extraordinary powers given to Ed Peck (Bill 19).

Consequences: Without the right of teachers to choose strike or arbitration, the only mechanism the government proposes for disputes is strike/lockout. This approach is unnecessarily disruptive.

Full scope of bargaining

BCTF request: The BCTF requested the right to bargain all terms and conditions of employment.

Government response: Boards may now negotiate terms and conditions of employment with an uncertified association but there is no obligation to do so (Bill 20).

For locals which have become certified unions, teachers will be prevented from bargaining on issues that "will prevent or limit the exercise of the power, authority or discretion of the school board," if that power is granted in the School Act.

An end to wage controls

BCTF request: The BCTF sought elimination of restrictive and discriminatory CSP wage controls.

Government response: Teachers will remain under wage controls for another year (Bill 19). Furthermore, even though CSP will be ended, all public sector arbitration awards will continue to be subject to "the ability to pay of the employer" (Bill 19).

Consequences: Where teachers wish to go to arbitration, they must convince their school boards to do so since arbitration is voluntary. Even at that, the awards are still subject to Peck's scrutiny and approval; as a result, the awards may be overturned by Peck in his new role.

Sick leave provisions

BCTF request: The BCTF requested that sick leave provisions currently found in the School Act be retained.

Government response: The government has stripped teacher sick leave from the School Act (Bill 20).

Inclusion of administrators

BCTF request: The BCTF requested that principals

and vice-principals be retained as members of the federation with full rights.

Government response: Government proposes (Bill 20) to deny principals and vice-principals membership in the local teacher organization, defining them as "administrative officers." A package of old and new managerial duties is set out. They are denied bargaining rights and have only individual contracts of employment. Boards are empowered to discharge administrators by simple resolution.

If administrators are reassigned from one administrative position to another, they have no appeal right, nor if they are reassigned to being a teacher.

Administrative officers are guaranteed that, if at the end of the term of their individual contract of employment the school board decides not to continue them as administrators, they will be given

teaching jobs with accumulated seniority.

They are required "as soon as possible" after the coming into force of transitional Section 82 (which will be proclaimed by regulation at an indefinite date) to elect between continuing as an administrator with the new package of duties, or becoming a teacher with a job guaranteed.

Principals and vice-principals will now have the responsibility for formulating employer bargaining proposals, rather than bargaining jointly with fellow teachers (Bill 20).

Consequences: Administrator rights to tenure and to bargain collectively are being stripped away under the proposed legislation.

The changes in their duties will undermine collegial decision-making and lead to unnecessary conflict at the school level.

BCTF Newsletter

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

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.

MEMBER: EDPRESS UTFE ISSN 0709-9800

BCTF Newsletter
Editorial Advisory Board
Lynne Hampson
David Handelman
Vincent-Jean Petho

Professional, employee concerns inseparable

This legislation, if passed, threatens our ability to gain professional rights and to provide support and advocacy for teachers and children.

Mr. Brummet could not have made me angrier, could not have insulted me more deliberately, when he told me this bill "restores professionalism." As if we'd ever lost it!

And knowing all we do about personnel practices, good employer-employee relations and, most particularly, about conditions necessary for effective schools and good professional development, it is evident that the proposed changes, especially in the role of the principal and in the bifurcation of our educator/employee selves, will not lead to improved educational opportunities for our students. In my view, the opposite will be the result, with increased turmoil, to boot.

This bill is designed to gut the BCTF, our organization that has represented the collective educational and economic interests of B.C. teachers for over 70 years. That won't happen. I know that the commitment of our members — and the commitment of the federation to the members, will ensure its survival. The implications of the legislation make the advocacy provided by the federation more necessary than ever. This blatant butchery of an organization that has so effectively spoken out for the needs of students, teachers, and the education system, especially over the last five years, is clearly a despicable attempt at retribution.

Don't be misled by government statements such as, "Teachers got all they asked for." Not only did we not ask for this radical attempt to control education, we were at no time consulted about the proposal. The inclusion of several sections in both Bill 19 and 20 to do with management rights make it clear that teachers will have little or no professional autonomy over

methods of instruction, techniques or materials. The result will be a de-skilling, a de-professionalizing of teachers and teaching.

We spent two years on our Bargaining and Professional Rights Task Force Report, culminating in a province-wide vote in the spring of 1986. Not only did that report set out a clear statement of the rights we sought as employees, and an equally clear statement of the professional responsibilities individual teachers and their representatives needed to exercise, it included an emphasis on the integral nature of the

brain and the right brain, these two dimensions make sense only when they are put together.

In sum: a teacher is a teacher.

There are many other blows contained in this proposed package of legislation — one can hardly characterize them as more minor, but no doubt in your local meetings you will have an opportunity to discuss some of the more serious ramifications, including the loss of sick leave, due process, 30-day firing notice for any reason the board deems sufficient, and the retention of CSP for yet another kick at teachers.

The government leaders have said this legislation is what teachers want. We need to send them a very clear message to the contrary, from as many of our 31,285 members as possible. And if putting a halt to the intolerable parts of this package requires a stronger medium for our message, I know you'll be prepared to respond to our call very soon.

After considering a proposal for similar legislation for a College of Teachers in Ontario, Premier Davis said: "We would not introduce a change of this significance and importance without the support of the teaching profession. I say that unhesitatingly because it is the reality. I will repeat what I said. We will not plan a change of this significant nature without the enthusiastic support of the professional teachers of this province. Can I say it any more clearly?"

There are four things this legislation won't do:

- It won't bring peace to our education system;
- It won't restore professionalism — professionalism has never been lacking;
- It won't create the conditions necessary for effective schools and good learning;
- And it won't get rid of the BCTF!

*Elsie McMurphy
President*

Brummet challenged by teachers

Education Minister Tony Brummet met a vocal and angry, but orderly, group when he tried to explain the government's new legislation to 500 local association representatives, school trustees and superintendents at a meeting in Richmond on the Saturday after Bills 19 and 20 were introduced.

Brummet told the audience that in meetings around the province one of the clear messages was that teachers wanted full bargaining rights and that this request was supported by school trustees as well.

He said "there was a widespread feeling that CSP must go." His comments made it clear that it was a cabinet decision that teachers would be covered for still another contract, but that increments would be excluded for this sixth year of wage controls.

The minister then jumped to the most contentious area — the possible creation of separate local organizations. He claimed that he had "the impression that teachers want professional control over the membership," but that was "impossible when the first objective of the federation is to protect its members."

This fear of the effectiveness of the BCTF in protecting teachers was the reason "we felt it could not be allowed to have parallel functions." Thus, a separate organization, a College of Teachers, was designed to discipline teachers, to evaluate and judge teachers, and to "take on professional development" as well as certification of teachers, all to be paid for from fees paid by members, who would include superintendents, other administrators, and certificated private school teachers as well as public school teachers.

This proposal was the focus of most of the questioning and reaction to the minister.

Vancouver elementary representative Frances Worledge asked if any other province had this type of structure. Brummet acknowledged that it exists nowhere else. The follow-up question, "Then where did you pick up this model?" was answered by the minister saying, "sometimes I like to invent something."

He also acknowledged that the BCTF did not ask for the splitting into two organizations and that his "consultation" was "with a number of teachers individually."



Education Minister Tony Brummet attacked for legislation aimed at "wholesale butchering of the BCTF."

Forcing administrators to act as employer representatives in bargaining and pulling them out of the teachers' organization also came under challenge. One teacher pointed out that research indicates that good schools have cooperative relationships between principals and staff and asked the minister on what research he based his conclusion that principals should not be in the same organization as teachers.

Brummet responded that he had "talked to administrators and administrators' associations — and I know the conflict will continue if they are in the same organization."

"When I was a principal there were more management rights and these are being eroded," he claimed. His assertion that he hoped that the changed role of administrators "won't create a 'them' and 'us' situation in the schools" was met by audible disbelief throughout the audience.

West Vancouver local president, Kit Krieger, told the minister that by producing insecurity in the system and dividing up the organization "you have made every teacher primarily concerned with economic welfare."

Brummet responded that, "I was under the impression that was already almost your only concern."

The minister was accused by BCTF executive member David Denyer of contract-stripping because of removal of sick leave protection for teachers. Denyer described the sense of "reeling from proposals which represent wholesale butchering of our organization."

Brummet arrived at the meeting after it had started because he was speaking earlier to a meeting of 180 teachers at a child abuse conference co-sponsored by the BCTF. Yet, throughout his talk he claimed that the BCTF carried out no professional activities.

Mike Campbell, Abbotsford, reproved Brummet, saying that "your positions are coming from an extreme hostility to the BCTF which borders on pettiness. Don't you think," he asked, "that a minister should rise above such pettiness?"

Finally, after an hour of intense questioning Brummet said "this is degenerating" and abruptly ended the meeting.

Model of consultation

Early retirement plan welcomed

BCTF President Elsie McMurphy has welcomed the provincial government's plan to enable early retirement of older teachers.

"We're delighted that the government has adopted our suggestion for an early-retirement incentive," said McMurphy, who noted that it should begin the process of renewing an aging teaching force.

"During the last five years of restraint, school boards have been hiring very few new, younger teachers," she said. "The result has been that the average age of our teaching force has increased sharply."

McMurphy noted that in 1980, before the cutbacks on teacher hiring began, the average age of teachers in B.C. classrooms was 38. Today it is 41. In 1980 there were 2,196 teachers under the age of 26, or 7.4 per cent of the teaching force. Today there are only 579, or 2.1 per cent.

"About three years ago, in recognizing this problem, the BCTF asked the ministry of education to look at ways to enable older teachers to retire to make way for younger teachers," McMurphy said. "This plan, under which teachers may retire over the next three years without a reduction in their pensions because of their age, will be most welcome to our members and should help to alleviate the problem."

The teachers' early retirement incentive plan will now be sent to the legislature for the necessary amending legislation. The following is an outline of the plan.

Teachers, BCTF staff and TQS staff
4/APRIL 9, 1987

who are members of the Teachers' Pension Plan and who are currently employees are eligible to participate. Therefore active teachers, teachers on regular leave of absence and on secondment are eligible. In addition, teachers on leave who are in receipt of SIP short term and long term benefits and salary continuance benefits are eligible.

Teachers who are now on pre-retirement leave under the special regulation whereby service can be purchased without the teacher having to return to work do not have the right to return to their teaching position and therefore are not eligible. No further persons will be permitted to purchase service under this special regulation, i.e., the pre-retirement leave provision is being deleted from the regulation.

In short, to be eligible you must not have severed your employment relationship with your employer.

However, the ministry of education does not wish to force boards to finance two early retirement programs. Therefore teachers having reached an agreement to retire in 1987 under a board-formulated early retirement program which, prior to April 1, 1987 was in effect for the 1986-87 school year, shall choose between the board plan and the 55-and-out plan unless the board offers its incentive plan in addition to the 55-and-out plan.

If boards, subsequent to April 1, 1987, bring into effect early retirement incentive plans, such plans shall be in addition to the 55-and-out plan.

There are two components to the plan:

1. Fifty-five and Out

(a) From now until June 30, 1989 eligible teachers may retire between 55 and 60 without a reduction in the pension formula.

(b) This option is available to all eligible teachers who have 100 or more contributory months in the pension plan.

(c) For those eligible teachers with less than 35 years of contributory service who participate in this plan, the pension indexing will be deferred, as at present, until age 60.

2. Career Transition Incentive

(a) Eligible teachers aged 54 or younger with a minimum service of 10 years may apply from now until June 30, 1989 for a cash incentive payment if they leave the profession to consider and explore other careers.

(b) This component is optional on the part of each board.

(c) If a board offers this option, the board decides the amount of the payment.

(d) If this option is made available, participating eligible teachers must sign an agreement indicating they will not be returning to teaching in B.C. public schools for at least 2 years. There will be provision for a pay-back of the incentive payment if this provision is violated.

In addition, the Teachers' Pension Act will be amended to provide for the implementation of phased retirement in 1988. This will permit eligible teachers to receive partial pension and partial salary from age 55 to date of full retirement from teaching.

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 12-13 Executive Committee meeting.

Canadian Teachers' Federation Committee

Ad Hoc Committee on Peace Education (BCTF nomination to be forwarded for selection by CTF Board of Directors)

BCTF Committees Bargaining Committee

Terms of bargaining co-ordinators in the following zones will expire this spring: East Kootenay, South Coast, Peace River, Vancouver Island South, Vancouver Island North, Metro (1), South Okanagan, Central Mainland. Applications must be nominated by a local association within their zone. Deadline for applications on standard BCTF curriculum vitae forms is **May 4**. Appointments are scheduled for June 12-13 Executive Committee meeting.

Professional Development Advisory Committee

Terms of Professional Development Advisory Committee co-ordinators in the following zones will expire this spring: North Central, North Okanagan, South Okanagan, Peace River, North Coast, Fraser Valley, Metro (1). Applications must be nominated by a local association within their zone. Deadline for applications on standard BCTF curriculum vitae forms is **April 21**. Appointments are scheduled for June 12-13 Executive Committee meeting.

Other committees

Application deadline for the following BCTF committees is **May 29** unless otherwise stated. Most terms are for three years effective July 1.

BCTF Newsletter Editorial Board (2); Committee Against Racism (3); Committee on the Rights of Children (3); Corresponding Members for CTF 1988 AGM Task Force (3); Finance Committee (1); Income Security Committee (2); Investigation Committee (5); Judicial Committee (2 to be elected at May RA, deadline May 15); Labour Affairs Advisory Committee (2); Policies and Procedures Committee (2 and 1 Corresponding Member); Professional Relations Advisors' Committee (1 secondary administrator, 3 elementary administrators, 1 elementary teacher); Status of Women Committee (2); Teacher Education Committee (1); Teacher Personnel Committee (2); Teacher Qualification Service (1); Working and Learning Conditions Committee (4); W.R. Long Memorial International Solidarity Fund Committee (1).

Pension contributions clarified for part-timers

Substitutes and part-time teachers should take note of these regulations regarding pension plan contributions:

- All persons employed as teachers, including substitutes, who work for a school board half-time or more in any month must contribute to the teachers' pension plan.

- If, in the past, the school board omitted to deduct the required pension contributions, the teacher may make the contributions retroactively and receive credit for the service. Proof of service and salary earned will have to be submitted to the Superannuation Commission which will then advise the contributions and interest required to be paid.

- All persons, including substitutes, who work less than half time for a school board in any month may request the board to deduct the pension contributions from their income each month.

- Since this is an option to be exercised by each teacher at the time he/she was employed, retroactive payments are not permitted.

Members having any questions about pensions should contact the income security section, government division, BCTF.