

BCTF Newsletter

United we're strong
Count me in!

VOLUME 27 NUMBER 1

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Union locals and associations

RA wants "inclusive" federation

The Representative Assembly is recommending to next month's Special General Meeting that the BCTF include both locals certified as unions and any locals with association status.

The RA adopted this recommendation August 28 following lengthy debate and after rejecting an alternative motion that would have allowed both union certified and non-certified locals to have membership for a transitional two years, after which the federation would be comprised only of union locals.

The Special General Meeting, called for October 10 to approve new by-laws for the BCTF, has been made necessary by the new Teaching Profession Act which has made membership in the federation voluntary, excluded principals and vice-principals from teacher bargaining units and required teacher locals to become either certified unions or non-certified associations.

Debate at the RA focussed on whether the reorganized BCTF should endeavour to represent all public school teachers, unionized or not, or, after a transitional period, only those who belong to certified, or organizing, locals of the BCTF. (An organizing local would be comprised of all those who wish to belong to a certified local but as yet have been unsuccessful in certifying. Individual membership would also be available in districts where too few members exist to form a local.) There was no dispute that the goal should be a federation of union certified locals — the RA was already on record urging locals to certify and, in fact, the meeting later adopted a statement that "an objective of the federation be a BCTF consisting of certified locals in every school district in the province."

The meeting had been presented with a series of generally-worded options to be decided on and the approved options

forwarded to the Special General Meeting in the form of legally drafted by-laws.

Debate focussed initially on the option recommended by the Executive Committee which, as amended, proposed: "That the BCTF consist of certified and non-certified locals until January 1, 1990 at which time the BCTF shall consist of: (a) certified locals; (b) organizing locals; (c) voluntary active members."

Several speakers advocated this as a compromise to address some members' concerns about being rushed in making such an important decision and about

desiring more time to understand what unionization involves.

"All of us have some fears about becoming a union," said Linda Shuto (Burnaby), speaking for the motion. "I've heard members express fears about strikes, about becoming a business union — we need time to address those fears."

West Vancouver local president Kit Krieger objected to the motion's "exclusive" approach to membership, arguing that it would impede efforts to encourage "hard sell" locals, such as his, to opt for certification.

"What you would be saying to me in passing an exclusive version of the BCTF is that you don't want all locals to certify; in fact, you only want certain kind of mentalities in the certified local," he said. "I hope you reject this option and leave a place in the BCTF for West Vancouver."

Supporting the motion, Bob Rosen (Surrey) argued that there was a need for a clear-cut decision for union status because the "cold political reality" was that the federation would not have the
See "RA wants" page 4-5

Spirited debate and roll call votes marked RA decision-making on proposed BCTF by-law changes.



RA sets ultimate goal:

BCTF to be "union of unions"

The Representative Assembly has overwhelmingly endorsed the BCTF drive to achieve certified union locals in every school district in the province.

The RA decision to adopt the objective of "a BCTF consisting of certified locals in every school district" was taken without dissenting vote on August 28 following a unanimous recommendation from the Executive Committee. The new Teaching Profession Act requires locals to choose a new form of organization as either a teacher association or a teacher union.

Earlier, at the summer conference, BCTF President Elsie McMurphy presented arguments why members should choose the certified union option over the association option. This position was backed by Canadian Teachers' Federation President Sheena Hanley in speaking of union organization among other provincial teachers' organizations.

The most important reason to opt for a certified union is that it provides a means of resolving disputes, McMurphy told the conference. Under the Industrial Relations Act (IRA), a teacher union has the right to strike, including work-to-rule and instruction-only, to pressure its

school board to negotiate a fair settlement.

"We don't get things simply given to us, we have to win them, we have to go get them," said McMurphy, emphasizing the importance of having clout to back up demands.

Instruction-only continues

The largest of five school boards which had placed disciplinary letters in the files of many teachers who participated in last spring's walkouts has withdrawn the letters in response to the BCTF decision to continue its instruction-only campaign until all such letters are removed.

Nanaimo has lifted the letters issued to the majority of its 764 full-time teachers. And, at press time, teachers and school board in Lillooet had also reportedly reached an agreement on removal of the letters.

Whether the other boards, Golden, Fort Nelson and Peace River North,

But an association, which is governed by the School Act, would not have such bargaining muscle, she said.

"By contrast, there is no way to resolve disputes in the association route," said McMurphy. "There is only voluntary
See "Strike" page 4

intended to follow suit was to be known by September 13.

"I hope that the people involved are looking for solutions," said BCTF President Elsie McMurphy. "Certainly we all want the instruction-only action plan to be suspended so that we can start the school year on a positive note. On the other hand, the RA did pass a motion to continue the action until the letters are removed and, until this is done, it will be continued."

After considerable debate, the Representative Assembly on August 28 overwhelmingly approved a recommendation to members that:

See "Fight" page 2

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Special General Meeting critical to our future

Bill 20 was designed to "dis-member" the BCTF. It was legislation designed to fracture our organization, to split us apart, to render us ineffective.

The May 29-30 Representative Assembly responded to this legislative attack with the recommendation that the BCTF "remain a strong, unified, province-wide voice for teachers, students, and the public education system of B.C. [and] continue strong local associations of the BCTF in every school district."

Since April 2, members of our organization, by their votes and their actions, have overwhelmingly reaffirmed their commitment to maintaining the British Columbia Teachers' Federation: its integrity, its members, its purposes.

On October 10, a Special General Meeting of the BCTF (only the second in our history) must make the constitutional changes required as a result of Bill 20: removing statutory recognition and membership provisions from the School Act.

Two key amendments have been recommended to us by the August 28 special Representative Assembly (See "Notice of Special General Meeting" Recommendations 6 & 9). These are both "inclusive" options,

in keeping with the principled positions that members have taken since April 2 of support and protection for our federation. They recommend a form of membership and access to benefit plans for principals and vice-principals. They also provide for continued membership in the federation whether or not a local is successful in obtaining certification.

Now — we do have a problem! Constitutional changes require an enriched majority — 75 per cent in favour to pass. So you can see why this Special General Meeting is so critical; without the necessary majority, we obviously have a problem for which there are at best, only potentially risky solutions.

It's important for you to talk to your delegates to that SGM and to understand the significance of the situation facing us. Our biggest challenge — and most important priority — this fall is not the constitution — it's our sign-up and certification drive and the college elections. The constitutional changes required by Bill 20, and the SGM necessary to make those changes, should be as routine and require as little organizational energy as possible. We must focus our attention instead on our major task.

I hope that members and delegates will support the changes proposed by the Representative Assembly. Without that 75 per cent unity behind those changes, we face potential organizational disarray. Although there are several options, and although one of the options being recommended by the RA was not a constitutional amendment I originally moved, I too am throwing my wholehearted support behind the positions that were overwhelmingly (70 per cent or better) adopted by the RA. We cannot afford at this point to let our organizational drive be constitutionally crippled.

I have full confidence in the majority positions taken by that province-wide leadership body. I also have confidence that the traditional democratic structures and processes of the BCTF will allow us to review and change any decision we make this fall, should we find that necessary or desirable at some point in the future.

Let's keep our eyes on the brass ring. Let's get our constitution in order and get on with our fall campaign to preserve the BCTF through the sign-up and certification drive and the college elections.

Teachers urged to back strong College candidates

Tom Hutchison

Director, Government Division

Participants at the summer conference discussed the new College of Teachers and its relationship with the BCTF. Teachers within each of the 15 college zones attended a zone workshop to consider the practical implications of implementing the BCTF policy on the college, adopted by the Representative Assembly, which is:

1. To elect board members who feel a responsibility to teachers' needs as expressed through the BCTF.
2. To ensure that individual teacher rights are protected against arbitrary and unfair action by the college.
3. To ensure that the scope of the activities of the college is limited to certification and setting standards for teacher education, leaving professional development to the BCTF.

4. To ensure that the fees charged by the college are limited to those required to carry out only certification and setting standards for teacher education.

The major concern was how teachers and teacher locals within a college zone could come to agreement on a candidate for election to the college board. It is proposed that candidates be identified, or identify themselves as early in September as possible. This could be either through nomination as a BCTF candidate by 10 members, or through endorsement by a local zonal committee composed of elected representatives, such as local presidents and/or local association representatives, which would select the

candidate in late September or early October. When a zonal BCTF candidate is identified, funds will be made available to ensure that the candidate is known to teachers and other college electors in the zone.

Like B.C. itself, the college zones exhibit great variety in population and geography. Each zone will, no doubt, in its unique style, work out its own variation of the best way to choose a candidate to coalesce around. It may be that in some zones the candidate is so obvious that there will be little debate. What is certain is, that the BCTF must field and

support teacher candidates for the college board, committed to making it serve the interests of teachers in certification, teacher standards and professional discipline, discouraging a duplicate organization of indeterminate powers, at indeterminate cost and as a consequence weakening the BCTF.

The College Elector Commission is already at work. Its chairperson is Justice Peter Seaton; the BCSTA nominee is Rendina Hamilton, lawyer and former BCSTA president; the BCTF nominee is Jim Cairnie, former BCTF president and staff member. The commission has an

enormous task in organizing this first election. The potential electorate begins description since it consists of all persons resident in B.C. with a valid and subsisting teacher's certificate either working in schools or not. Out there, theoretically entitled to vote on the future of teachers in B.C., is an unknown mass of certificated persons, perhaps three to four times the number of those currently practising the profession. To work out registration and voting processes that will be fair to the practising public school teacher, who must belong to the college as a condition of employment, while at the same time giving opportunity to those qualified to vote, will be a task worthy of Solomon. It certainly will not be completed quickly.

It is the unpredictability of this new electorate and the uncertainty as to the final election process that makes it imperative for BCTF members in each zone to find a good candidate. There are many fine potential candidates, but the sooner a candidate is approved and has become known, the better the chance that an element of solid reality is introduced into this new game of chance, whose stakes are the professional future of public school teachers.

It seems improbable that the first election will be held before the late fall. However, it is important to be ready. Members should be discussing the whole process of the college elections and deciding how they wish to proceed at local meetings in September.

Fight against Bills 19-20 swings into second phase

From page 1

• "we begin the second phase of our fight against Bills 19 and 20, preserving our organization by carrying out a successful sign-up and certification drive, and by establishing our influence in the College of Teachers;

• "following the removal of letters of warning or reprimand from members' files, the bargaining and professional rights action plan be suspended;

• "the action plan be ended by a province-wide vote taken in local meetings following the removal of all letters of warning or reprimand presently in members' files as a result of participating in the plan;

• "and that the RA recommend to the Executive Committee that it consider, at its September 18-19, 1987 meeting, further actions if these letters of warning or reprimand are still in members' files."

The Executive Committee had recommended to the RA that the instruction-only campaign be suspended immediately, pending a membership ratification vote, so as to clear the decks for the second phase of the federation's action plan against Bills 19 and 20, the consideration of constitutional changes and the sign-up and certification drive.

BCTF Newsletter

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

CLIVE COCKING Editor

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"If we don't certify, all we can do is beg"

If teacher locals don't opt for union certification they will be reduced to begging, not bargaining, the BCTF bargaining committee chairperson has warned.

Don Walmsley gave the warning in a Summer Conference panel on "1988 Bargaining — the Challenge Ahead." The other panelists also agreed that the union route is the only way for teachers to gain the rights and bargaining power they need.

"The only chance we have of representing teachers is to certify," said Walmsley. "If we don't certify the only thing we can do is beg."

As of January 1, when the new legislation comes into force, teachers will face entirely new bargaining rules, he said.

Everything teacher locals now have in contract, Walmsley declared, "is gone unless you can bargain it back." Trustees will be taking the view that they are negotiating from a blank page and that locals will need to negotiate everything for a first contract.

"In the fall, what we're doing is putting all of our energies into the certification drive and we're trying to make sure that people understand that certification is not an end in itself, it's simply a means to the end of bargaining starting some time in March," he said. "The purpose of certification is to gain bargaining rights. It's just as simple as that: you don't certify, you don't have rights."

Dealing with the union-professional controversy, Walmsley argued that the BCTF has in fact been a union for a long, long time. "The law which governs us has changed, but our task has not changed," he said. "We have always worked for teachers, we have always worked for education and that's what we must continue to do."

Endorsing the union approach, fellow panelist John Waters, past president of the College-Institute Educators' Association, outlined why his organization decided to become a union.

"As associations we had no effective way of enforcing the provisions of our faculty handbooks," he said. "We were dependent on the goodwill of our employers."

This situation was adequate in good times, he said, but became unacceptable in early 1976 when boards began impos-

ing cutbacks and demanding concessions. CIEA recognized then that it needed a status that protected its members in good times or bad.

"We recognized that by becoming a union we gained access to a very significant body of law outside our collective agreements, mainly access to rights in

that by becoming union members faculty have been able to maintain the conditions necessary for them to do their jobs as professionals. He referred to actions to stop the imposition of outrageous work loads and class sizes.

"We have a dozen years of experience now in the colleges to show that becom-



From differing perspectives (left to right), BCTF Bargaining Committee chairperson Don Walmsley, union services consultant Sharon Yandle and CIEA Past President John Waters agreed in panel discussion that union certification is the only way for teachers to gain bargaining clout.

arbitrable jurisprudence and in the Labour Code," Waters said. "That body of rights is worth gaining access to, much more than your collective agreement when you review them. You have an entree to all sorts of other rights that aren't in your collective agreement."

By forming local unions, he continued, CIEA members acquired the right to bargain all aspects of salaries and working conditions — including benefits, class sizes, work loads, leaves, all matters without statutory exclusion.

ing a union is entirely compatible with being professional and I would say it is necessary to being professional," he said. "You cannot be professional in this province as a teacher without being in a union. In the colleges, union status enabled us to do a much better job of protecting the conditions under which professional performance is possible."

While agreeing that the best option for teachers is to form unions, Sharon Yandle, a union services consultant, argued that teachers should not focus

"In the colleges, union status has enabled us to do a much better job protecting the conditions under which professional performance is possible."

— John Waters, CIEA

"By becoming a union, we acquired the right to strike," Waters said. "And it's this right which in our experience makes the bargaining process work."

In the past 12 years, he said, CIEA union locals have had only four strikes, mostly of short duration.

But most important, Waters said, is

too much attention on the new legislation, the Industrial Relations Act. The IRA, she noted, restricts union power so extensively that the labour movement is not going to cooperate with it.

But Yandle maintained that teachers can make gains in the new bargaining climate by learning more about the pro-

cess of collective bargaining — and how to use that knowledge for benefit.

One of the first things to learn about collective bargaining, she said, is that "everything is negotiable — without exception." She cited the case of a veteran union bargainer who, having achieved a settlement, brazenly put a final demand on the table that the workers not suffer any pay loss for the two-week strike and, after some initial outrage, the employer accepted.

"The upshot is that they got full pay for going on strike for two weeks," said Yandle. "The reason was that the employer desperately wanted a settlement."

One of the most important things to learn about collective bargaining, she said, is "to keep your eye on the prize." As a bargainer, Yandle said, you must know what the "prize" is for your union and how you are going to win it.

"The prize is not to make militant speeches or to look like a nice guy or girl," she stressed. "Your fundamental job is to represent what your people need."

This simple truth is often not comprehended, Yandle said. It is essential for bargainers to have clearly established priorities and to know what can be given up in bargaining and what cannot.

It is also vital to know what the employer wants and needs, she said. "Unless you know that you're not going to get a collective agreement."

Finally, Yandle said, the most important thing for a bargainer to know is the condition of the union, the relationship between the leadership and the membership.

"The reason that is the most important element," she said, "is because ultimately what counts most in the collective bargaining process is what your members are prepared to do to secure the collective agreement that they want."

Regressive tax reform plans opposed by CTF

In a brief to the federal government, the Canadian Teachers' Federation has expressed strong opposition to any tax reform that would reduce the importance of the progressive income tax in favour of an increase in more regressive sales taxes.

CTF recently presented the brief to the government's Standing Committee on Finance and Economic Affairs which is considering tax reform.

"Because the personal income tax is the only truly progressive tax levied by any level of government in Canada, we expressed our opposition to the proposed reduction in relative importance of the personal income tax as a source of federal and provincial government revenue in favour, in large measure, of increases in sales tax which are inherently regressive," CTF President Sheena Hanley said following the meeting.

"The federation accepts the need for reform of the present federal sales tax system. However, the federation is opposed to any new or reformed sales tax which would tax food purchased for consumption in the home, thereby making a tax which is already regressive, more regressive.

"The federation is also concerned that the increased provincial corporate income tax revenues to compensate for reductions in provincial income tax revenues will accrue mainly to the most highly developed and financially able provinces. This will inevitably worsen interprovincial disparities in financial ability, in spending for elementary and secondary education and, ultimately, in levels of education services available to children across Canada."

Applications sought for Hilroy Fellowship Awards

Applications are being sought for the Hilroy Fellowship Awards.

Established by the Roy C. Hill Charitable Foundation and administered by the Canadian Teachers' Federation Trust Fund, the Hilroy Fellowship Program rewards classroom teachers who have developed new ideas for the improvement of teaching practices.

Applications may be considered only from individuals or small teams of certified teachers employed at the pre-primary, primary, elementary and secondary levels, and who are members of recognized provincial or territorial teacher organizations. Consultants and subject coordinators whose normal duties include educational development and inno-

vation should not apply for awards for innovations within their assignment.

Each province grants two awards of \$2,000 and there are six national awards of \$4,000 each for great merit and one national award of \$7,500 for outstanding merit.

Applications must be made in English or French on the official application form and must reach the Hilroy Fellowship Committee of the provincial teacher organization not later than October 31.

Further information and application forms may be obtained from Bridget Roberts, Professional Development Division, B.C. Teachers' Federation, 2235 Burrard Street, Vancouver, B.C. V6J 3H9.

Strike right gives muscle

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arbitration without the compulsion of the alternative of strike or lock out. That's the only way to resolve disputes. If a school board refuses to go to arbitration there is no recourse whatsoever; in the end the school board would simply set the salary and working conditions of the teachers in that district."

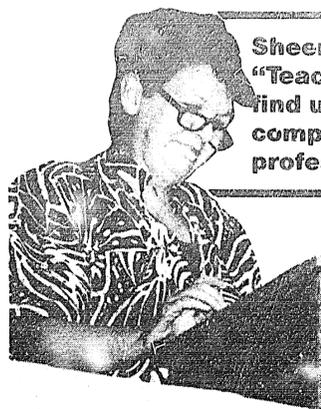
Another important advantage, she said, is that a certified local union would be able to bargain all terms and conditions of employment, not just money. This is also true for an association — in theory.

"But that is rendered ineffective for uncertified associations by the lack of both any positive duty in law on the part of school boards to bargain in good faith and, more practically, of any means of legally supporting those demands," McMurry said. "Even voluntary arbitration, if your board were to agree to it, is limited to only salaries and bonuses. You can sit there and try and bargain your full terms and conditions of employment all you like and all we can say is, Good luck. By contrast, there is a positive duty on the board to negotiate all matters within the scope of bargaining with a certified local and obviously there is a way to resolve disputes."

Union organization would also give teachers access to an effective grievance arbitration process, whereas there is no guarantee of this under the association option.

"Some boards still continue to resist having any kind of dispute resolution that involves a grievance procedure," said McMurry. "And again, the leverage to achieve a satisfactory means of enforcing a contract would not exist; you would not have access to routes to solve problems that result from interpretation of the contract or the mis-application of the contract. They're not available through our present School Act salary arbitration process and therefore would be even more unattainable under the new legislation."

"On the other hand, there is a clear grievance and arbitration procedure required for certified locals in the IRA with a minimum provision guarantee that has to go in everyone's contracts."



Sheena Hanley:
"Teachers in the rest of Canada find union membership is complementary to professionalism."

selves associations, federations, societies or unions, they all work to protect and promote their professional interests."

Hanley pointed out that all other teachers' organizations in Canada have much wider scope of bargaining than B.C. teachers.

Teachers in Newfoundland, New Brunswick, Ontario and Alberta are able to bargain a wide scope of items, have the right to strike at both the provincial and local levels and have access to arbitration without school board approval, she said. In PEI and in Manitoba, compulsory arbitration of all items without the right to strike, governs teacher negotiations, a choice made by the teachers. In Nova Scotia and Quebec, teachers have the right to strike provincially but not locally. In Saskatchewan, teachers can strike either locally or provincially or they can opt for mediation or arbitration — again, unlike B.C., a scheme adopted by teacher choice.

Hanley reminded the audience that teachers' organizations in other provinces with significant clout are struggling to retain hard-won rights against attempts by boards to remove these rights. She warned B.C. teachers not to weaken their bargaining position by opting for the teacher association scheme over union certification.

"I believe that you would send your negotiators to the negotiating table with both hands tied behind their backs, you would also have removed their teeth because without the right to either compulsory arbitration or pressures that allow you to get a resolution, you can sit and look at each other across a negotiating table for months and do nothing," she said. "Negotiations take place when teacher negotiators sit at the negotiating table as equals and negotiations take place when your employer understands that you have access to pressure if you need it."

From page 1

means to defend members who opt for a local association.

"The political challenge that we have is to convince our members of the necessity of unionization given the reality that we have," said Rosen. "That's a political battle that I'm confident we'll win. No organizational umbrellas are going to solve that political problem or make it any easier or harder."

Taking the opposing view, Ken Novakowski (Executive) argued that the federation needs to include as many teachers as possible.

"I believe the merits of the case for certification are strong and that that is the basis upon which we go out and we convince members to certify to become a union," he said. "We've been an umbrella for all teachers in this province so far and we're going to continue that way. If there's weak locals, we're going to take them under that umbrella and we're going to work to certify them and let's stick together through that whole process."

The executive's recommendation was subsequently defeated in a 351-191 roll call vote.

The meeting then turned to discuss a recommended-by-law option that would: "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."

Discussion continued along similar lines with proponents arguing that this option would cause less divisiveness and would lead to quicker achievement of the goal of "a union of unions", while opponents maintained it would result in weaker local organizations and result in a "false unity."

Speaking against the motion as likely to weaken the federation, Steve Norman (VESTA) pointed out that a group of Vancouver elementary teachers had formed to persuade colleagues to vote against the union option.

"What do they stand for? Well, the word 'strike' starts to grow fuzz on their teeth," he said. "They don't like it at all, under any circumstances, they don't do it. They oppose full collective bargaining, they are basically anti-organization."

Norman said he had concluded, from reading their literature, that "these people want a free ride", enjoying the benefits of BCTF membership without fulfill-

RA wants all teachers in BCTF



BCTF President Elsie McMurry told the RA that the federation must represent all teachers so that the BCTF can speak with one voice on curriculum matters.

ing any of the obligations. "I hope they don't exist in a majority to form a local," he said, "but if they do, I hope we don't give them the full rights and privileges of this very good organization."

Endorsing the recommendation, Jim MacFarlan (Burnaby Administrators), pointed out that "it's not the first time in the history of this organization" that there have been profound differences over a vital issue.

"But those differences in the seven decades of this organization have never been resolved except through conviction, organization and education," he said. "They have never been resolved through isolation, castigation and separation of our brothers and sisters... What we're saying with this option is that give our sisters and brothers a chance to organize and we will win every local. But don't hold the club which we've never

"Our differences have always been resolved through conviction, organization and education — never through isolation, castigation and separation of our brothers and sisters."

needed for seven decades and which we don't need now."

Also speaking in favour of the inclusive option, BCTF President Elsie McMurry said it was important to have all teachers in the federation so as to be

able to speak with one voice on curriculum matters when dealing with the ministry.

"We have a common goal of 75 certified locals," she said. "I believe that this debate and the position that we take will

be reassuring to our members in letting them know that the decision is theirs and in so doing I think they'll decide to be counted in with the rest of us."

Following a second roll call vote, the recommendation was adopted by a 384-161 vote margin.

In another significant decision, the RA also approved a by-law recommendation for submission to the Special General Meeting under which principals and vice-principals shall be eligible for affiliate administrative membership in the BCTF for the purpose of participating in the Salary Indemnity Plan and other benefit plans as determined by the Executive Committee.

Members interested in obtaining the details of the roll call votes, or the RA minutes, may do so by contacting their local association president or local association representative.

By-law changes proposed

This is notice to all members that a Special General Meeting of the British Columbia Teachers' Federation has been called at the direction of the Representative Assembly.

The Special General Meeting will be held Saturday, October 10, 1987, at the Garden Auditorium, Pacific National Exhibition grounds, Vancouver, B.C., from 09:00 to 17:00 hrs.

Information is being forwarded to all local association presidents with respect to election and registration of delegates. Delegates shall be elected at general meetings of local or sub-local associations.

The matters to be considered at the Special General Meeting are as follows:

A. POLICY MATTERS

The following recommendation of the Representative Assembly adopted May 29-30, 1987:

Recommendation 1:
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.,
- 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.

The following objective statement adopted by the Representative Assembly August 28, 1987:

Recommendation 2:
That an objective of the federation be a BCTF consist-

ing of certified locals in every school district in the province.

B. CONSTITUTION AND BY-LAW AMENDMENTS

The following are recommendations of the Representative Assembly adopted August 28, 1987:

OBJECTS

Recommendation 3:
That the objects of the British Columbia Teachers' Federation be amended by adding the following objects 10, 11 and 12:

- To regulate relations between employers and employees through collective bargaining in British Columbia.
- To create and charter local associations of the federation.
- To continue to develop and offer programs of professional development for teachers.

STATUTORY MEMBERSHIP

Recommendation 4:
That By-law 1.1(a) be deleted and replaced by:
1.1(a) All persons required by the School Act or other competent legislation to be members of the federation or of a local association shall be active members of the federation and of a local association.

BASIC "TEACHER" MEMBERSHIP

Recommendation 5:
That By-law 1.1(b) be deleted and replaced by:
1.1(b) All teachers employed in a school district in the province of British Columbia shall be eligible to be active members of the federation and of a local association in that school district.

ADMINISTRATIVE OFFICERS

Recommendation 6:
(a) That present By-law 1.1(c) be deleted and replaced by:
1.1(c) Exclusions: Officials of the Ministry of Education, district superintendents of schools, superintendents of schools, assistant superintendents of schools, directors of instruction, principals and vice-principals shall not be eligible for active membership in the federation.

(b) That the following be added after the third sentence of By-law 1.6:
Persons appointed as principals or vice-principals in a school district shall be eligible, upon application and payment of fees and levies in accordance with By-laws 8.4 and 8.6, for affiliate Administrative Membership which shall entitle the member to participate in the Salary Indemnity Plan established pursuant to By-law 8.6 and such other benefit plans as the Executive Committee may determine, provided that the application is made by March 31, 1988 or thereafter within 90 days of that person's first appointment as a principal or vice-principal.

OTHER MEMBERS

Recommendation 7:
That the following be inserted as By-law 1.1(c):
1.1(c) Persons other than those referred to in By-laws 1.1(a) and 1.1(b) may, on application, be granted active membership in the federation in accordance with policies established by the Representative Assembly and may be granted membership in such local association as is determined appropriate by the Executive Committee.

CONSEQUENTIAL

Recommendation 8:
That present By-law 1.1(c) as amended be renumbered as 1.1(d).

LOCAL ASSOCIATIONS

Recommendation 9:
That the first paragraph of By-law 3.1 be amended to read as follows:

3.1 The Executive Committee shall have the authority to create local associations of the federation and to charter such local associations by the issuance of a charter in the form set out in the appendix to these by-laws or in a form as determined by the Executive Committee. Each local association shall adopt a constitution and by-laws to govern its operation. The local association shall have the authority to determine local matters and administer its affairs in accordance with its constitution and by-laws, provided that no clause in the constitution and by-laws of any local association shall be inconsistent with this constitution and by-laws and to the extent of any such inconsistency this constitution and by-laws shall govern.

LOCAL RIGHTS AND RESPONSIBILITIES

Recommendation 10:
(a) That a new By-law 3.1.1. be added:
3.1.1. Local associations of the federation shall be entitled to full autonomy in the conduct of collective bargaining and negotiations with employers.
(b) That By-law 4.4 be amended by inserting the following as the first sentence:

The membership fee established by a local association includes, and shall be deemed in all cases to include, the fees and levies of the federation;
(c) That a new By-law 4.5 be added as follows:
4.5 Each local association shall direct each employer with whom it engages in collective bargaining to forward the fees and levies established by the federation under this by-law directly to the federation.

SUBSTITUTE MEMBERSHIP AND VOTING - MULTI LOCAL

Recommendation 11:
That the following be added to By-law 3.7:
... except where such membership is required for purposes of certification or as a condition of employment. In no case shall a member be entitled to vote in more than one local association except where required by statute.

INITIATION FEES

Recommendation 12:
That a new By-law 4.6 be added as follows:
4.6 Each person becoming a voluntary active member of the federation and a local association pursuant to By-law 1.1(b) or 1.1(c) shall, at the time of application for such membership, pay to the federation an initiation fee of \$1.00 and shall pay to the local association an initiation fee of \$1.00.

CHARTER FORM

Recommendation 13:
That the following be added as the appendix to the by-laws:

For October 10 meeting

Appendix
BRITISH COLUMBIA TEACHERS' FEDERATION

CHARTER

BE IT KNOWN that on this ___ day of ___ 19___ the Executive Committee of the British Columbia Teachers' Federation has granted to the (name of local association)

This Charter as local association No. ___ of the federation in respect of (description of members to be included in the local association, for example "teachers employed by School District No. ___ and such other members of the federation as are determined by the Executive Committee") by virtue of which the local association has and shall have full authority to determine local matters and administer the affairs of the local association in accordance with the provisions of the federation and the local association constitutions and by-laws.

Dated at _____ day of 19___ British Columbia this ___ day of 19___

President

Seal

Executive Director

* Notice of Motion to adopt Recommendations 3 to 13, with or without amendment, is hereby given pursuant to the Society Act.

Submitted
"R.M. Buzza" Executive Director

CTF AGM backs BCTF fight with gov't

The Canadian Teachers' Federation Annual General Meeting unanimously adopted a special resolution condemning the B.C. government's oppressive legislation and pledging continued support for the BCTF in its fight with the government.

This was one of the key decisions taken by the 150 delegates to the AGM held in Charlottetown, P.E.I.

Prior to the introduction of the special resolution, outgoing CTF President

Frank Garrity presented BCTF delegates with a \$250,000 cheque to help the federation in its struggle with the provincial government. The money was drawn from the new Canadian Teachers' Defense Fund which has so far raised more than \$760,000 in contributions from teachers and their organizations.

In the special resolution, the CTF:

- affirmed its belief in the right of provincial and territorial teacher organizations to continue to represent their

members and to determine the organizational structures within which this representation will occur;

- condemned the government of British Columbia for imposing its unfair and divisive legislation upon the British Columbia Teachers' Federation and its members;

- and pledged its continuing support to the British Columbia Teachers' Federation in its struggle to retain its members and to cope with the regressive and

oppressive actions of the government of British Columbia.

The AGM also learned of the decision by the executive of the World Confederation of Organizations of the Teaching Profession "that WCOTP and its members express to the government of British Columbia their strong opposition to the imposition of the present legislation on the teachers and their organization."

During the meeting, Sheena Hanley from Quebec was installed as president for a two-year term. Kitty O'Callaghan (VESTA) was elected as one of two vice-presidents for a one-year term.

Other options available to RA

At its August 28 meeting, the RA was advised of the following additional options before arriving at its recommendations to the Special General Meeting:

A. ADMINISTRATIVE OFFICERS

1. Completely exclude participation of principals and vice-principals in any aspect of the BCTF.

That the Representative Assembly recommend to the October 10, 1987 BCTF Special General Meeting that a new by-law 1.8 be added as follows:

1.8 Notwithstanding this by-law, no class of membership may be granted to persons who hold appointments as principals or vice-principals.

2. Preclude principals and vice-principals from active (voting) membership, but allow associate (non-voting) membership under by-law 1.2.

That the Representative Assembly recommend to the October 10, 1987 BCTF Special General Meeting that present by-law 1.1(c) be deleted and replaced by:

1.1(c) Exclusions: Officials of the Ministry of Education, district superintendents of schools, superintendents of schools, assistant superintendents of schools, directors of instruction, principals and vice-principals shall not be eligible for active membership in the federation.

3. Allow active membership of principals and vice-principals at the provincial level with full rights and responsibilities, but not in the local association of teachers.

That the Representative Assembly recommend to the October 10, 1987 BCTF Special General Meeting:

That a new by-law 1.1(b.1) be added as follows:
1.1 (b.1) Persons appointed as principals or vice-principals in a school district in the province of British Columbia shall be eligible to be active members of the federation and such members shall be members of the British Columbia Association of School Administrators referred to in by-law 3.9.

That by-law 3.5 be amended by adding the words "except principals and vice-principals," after the words "public school system."

That a new by-law 3.9 be added:

3.9 The Executive Committee may create and issue a charter to the British Columbia Association of School Administrators which shall be comprised of all members of the federation in the province admitted pursuant to by-law 1.1(b.1), and such charter shall state that for all purposes of these by-laws it shall be deemed to have the rights and responsibilities of a local association. The British Columbia Association of School Administrators may adopt a constitution and by-laws providing for sub-structures in school districts or regions, but such structures shall not be sub-locals for purposes of by-law 3.2 and the constitution and by-laws shall not be inconsistent with the constitution and by-laws of the federation.

Option 1, above, was recommended by the Executive Committee, but not endorsed by the RA.

LOCAL ASSOCIATIONS

1. Allow only locals which obtain certification to remain within the BCTF after one year elapsed, should some locals choose not to, or be unable to obtain certification.

That the Representative Assembly recommend to the October 10, 1987 BCTF Special General Meeting:

That the first paragraph of by-law 3.1 be amended to read as follows:

3.1 The Executive Committee shall have the authority to create local associations of the federation and to charter such local associations by the issuance of a charter in the form

set out in the appendix to these by-laws or in a form as determined by the Executive Committee. Each local association shall adopt a constitution and by-laws to govern its operation. The local association shall have the authority to determine local matters and administer its affairs in accordance with its constitution and by-laws, provided that no clause in the constitution and by-laws of any local association shall be inconsistent with this constitution and by-laws, and to the extent of any such inconsistency this constitution and by-laws shall govern.

That the following be added as the third paragraph of by-law 3.1:

In the event that a local association to which a charter has been issued does not, within one year of the issuance of the charter, obtain and thereafter maintain certification pursuant to the Industrial Relations Act or successor legislation as the exclusive bargaining agent for a unit including its members, the Executive Committee shall cancel the said charter, in which case the local association ceases to exist as a local association of the federation.

2. In the event that a local association to which a charter has been issued does not obtain and thereafter maintain certification pursuant to the Industrial Relations Act or successor legislation as the exclusive bargaining agent for a unit including its members, allows the Executive Committee to continue the local association's charter as long as the local association, consisting of those who have signed up for certification, continues to seek certification.

That the Representative Assembly recommend to the October 10, 1987 BCTF Special General Meeting:
That the first paragraph of by-law 3.1 be amended to read as follows:

3.1 The Executive Committee shall have the authority to create local associations of the federation and to charter such local associations by the issuance of a charter in the form set out in the appendix to these by-laws or in a form as determined by the Executive Committee. Each local association shall adopt a constitution and by-laws to govern its operation. The local association shall have the authority to determine local matters and administer its affairs in accordance with its constitution and by-laws, provided that no clause in the constitution and by-laws of any local association shall be inconsistent with this constitution and by-laws, and to the extent of any such inconsistency this constitution and by-laws shall govern.

That the following be added as the third paragraph of by-law 3.1:

In the event that a local association to which a charter has been issued does not obtain and thereafter maintain certification pursuant to the Industrial Relations Act or successor legislation as the exclusive bargaining agent for a unit including its members, the Executive Committee shall continue the local association's charter but the said local association shall consist only of those persons who are members or who become members and who maintain membership in the British Columbia Teachers' Federation and the said local association, and who elect that the said local association become and continue as a trade union for purposes of the Industrial Relations Act.

3. In the event that non-certified locals are not in the federation, allows for the possibility of individual memberships similar to our present voluntary active memberships.

That the Representative Assembly recommend to the October 10, 1987 BCTF Special General

Meeting that it adopt by-law amendments which would allow for the possibility of individual memberships similar to voluntary active memberships for teachers in non-certified locals that are not in the federation.

4. That the BCTF consist of certified and non-certified locals until January 1, 1989 at which time the BCTF shall consist of: (a) certified locals; (b) organizing locals; (c) voluntary active members. That the minimum number of members required for a charter to be issued to an organizing local be 10 teachers or 10 per cent of the number of teachers employed in the school district, whichever is fewer.

That the Representative Assembly recommend to the October 10, 1987 BCTF Special General Meeting:

That the first paragraph of by-law 3.1 be renumbered 3.1(a) and amended to read as follows:

3.1(a) The Executive Committee shall have the authority to create local associations of the federation and to charter such local associations by the issuance of a charter in the form set out in the appendix to these by-laws or in a form as determined by the Executive Committee. Each local association shall adopt a constitution and by-laws to govern its operation. The local association shall have the authority to determine local matters and administer its affairs in accordance with its constitution and by-laws, provided that no clause in the constitution and by-laws of any local association shall be inconsistent with this constitution and by-laws, and to the extent of any such inconsistency this constitution and by-laws shall govern.

That the second paragraph of by-law 3.1 be renumbered 3.1(b).

That the following be added as by-law 3.1(c):

3.1(c) Notwithstanding by-laws 1.1(b) and 1.1(c), in the event that a local association to which a charter has been issued does not, by January 1, 1989, obtain and thereafter maintain certification pursuant to the Industrial Relations Act or successor legislation as the exclusive bargaining agent for a unit including its members, the Executive Committee shall cancel the said charter, in which case the local association ceases to exist as a local association of the federation and the membership in the federation of all individuals in the former local association as at that date terminates.

That the following be added as by-law 3.1(d):

3.1(d) Notwithstanding by-law 1.1(b) and 1.1(c), but subject to by-law 3.1(e), applicants for active membership in the federation subsequent to January 1, 1989 must signify an intent to favor certification of a local association pursuant to the Industrial Relations Act or successor legislation. Such membership may be granted at large where no local association has been issued a charter pursuant to by-law 3.1(e).

That the following be added as by-law 3.1(e):

3.1(e) Subsequent to January 1, 1989 the Executive Committee may only issue a charter to a local association consisting of persons admitted as active members pursuant to by-law 3.1(d). A minimum of the lesser of 10 such members, or such members equivalent to 10% of the teachers in a school district, shall be required as a prerequisite for application for and issuance of such a charter. In the event that the said local association obtains certification, all employees in the bargaining unit for which the local is certified shall thereupon be eligible for active membership pursuant to by-law 1.

Option 4, above, was recommended by the Executive Committee, but not endorsed by the RA.

CTF analysis warns:

Free trade poses threat to Canadian education

What would free trade do to Canadian education?

That subject is much on the minds of Canada's teacher-leaders as Canadian and American negotiators plot toward a possible bilateral free-trade agreement between the two countries.

The Canadian Teachers' Federation's advisory committee on economic services is urging the CTF and its member organizations to make known to the federal and provincial governments their concerns about the possible implications of a full-scale free-trade deal for Canadian public education, its teachers and their students.

Despite the propaganda, free trade is no sure panacea for Canada's ills. According to the CTF analysis, there are a number of serious economic dangers for Canada. There are also threats to some of Canada's most cherished social, political and cultural institutions.

Free trade with the U.S. is no new issue for Canadians. We've been debating it, off and on, since before Confederation. Canada has raised the question this time because of a rising wave of U.S. protectionism. This stems partly from the under-valuation of the Canadian dollar, which has led to a massive U.S. deficit in its trade with Canada. We currently sell the Americans \$20 billion worth of goods more than we buy from them each year.

Protectionism shows itself repeatedly in such actions as the current U.S. attempts to impose countervailing duties on imports of Canadian softwoods.

The arguments for and against free trade are mainly economic. Its supporters see it as a way to give Canadian producers greater access to the big U.S. market. This, they say, would result in more investment, more jobs and more prosperity for Canadians.

Opponents fear it may not work that

way. They claim the benefits to Canada have been overstated and the disadvantages played down. Americans, they point out, have lost 1.5 million factory jobs in the last five years. So what makes us think there's scope for massive Canadian job creation in manufacturing? Under free trade, Canadian industries might well choose to open new plants in the U.S., close to their major market, rather than in Canada, because of lower wages and taxes and weaker labor laws there. Canada could end up a low-tech, low-wage backwater, the CTF paper says.

"If U.S. interests are given total freedom to set up branch plants in publishing and broadcasting, it could sound the death-knell for whatever cultural distinction Canada has been able to foster and preserve."

Provinces such as B.C. that rely heavily on resource exports could be hit hard. As in the softwood case, the U.S. could be expected to press Canada to wipe out all direct and hidden subsidies to its resource industries.

There would be massive problems of "labor adjustment" (e.g. layoffs) in the transition period. Immigrants, the unskilled, and women would be the major victims, and children would suffer as they have here throughout the recession. Ottawa would be hard pressed to find the money to deal with these problems, with its customs revenues slashed.

For teachers, the economic effects would be indirect. Teachers' salaries are

powerfully influenced by the general economic climate. If free trade should prove an economic boon, teachers might benefit; if it's a bust, they would lose.

And Canadian teachers might have a harder time getting their fair share of the economic pie. Labor conditions generally are better in Canada than in the U.S. The union movement there is down to 17 per cent of the working force (compared to 39 per cent in Canada) and organized labor has virtually lost its economic clout. The pressure would be on Canada to "harmonize" its labor laws with those

of the U.S., where only 33 states allow teacher bargaining and 6 specifically forbid it.

But life is more than economics. There are other clouds in the free-trade sky.

Canada's social programs would be under attack. Medicare, unemployment insurance, social welfare programs can all be seen — as the Americans would see them — as forms of subsidy to Canadian workers, which give Canadian companies an unfair trade advantage. There would be an inevitable levelling down of these programs, the paper says.

Affirmative-action programs, health and safety rules, labor laws, environmen-

tal protection would also be vulnerable to American attack.

Canadian culture could also be compromised at the bargaining table. Public ownership, subsidies, Canadian content rules, and blockage of foreign ownership in the cultural field are cited by U.S. negotiators as unfair trade practices that will have to go.

This would open the door to even greater American domination of the Canadian cultural scene. Canadian publishers would be in danger. Teachers would face the loss of Canadian teaching materials, particularly in history, literature and social studies.

"If U.S. interests are given total freedom to set up branch plants in publishing and broadcasting," says the CTF paper, "it could sound the death-knell for whatever cultural distinction Canada has been able to foster and preserve."

Still, says the paper, the picture is not so bleak that it justifies outright opposition to free trade by Canadian teachers. Instead, the paper suggests, teachers and their organizations should be making "expressions of serious concerns" to their governments and politicians.

Rather than all-out free trade, it says, Canada might be better advised to restructure its own economy to meet Canadian needs, or negotiate free-trade deals for specific industries, such as the present Canada-U.S. auto pact.

If free trade does go ahead, the paper says, it should include provision for income maintenance, counselling, retraining and relocation of workers whose jobs it eliminates; a process for binding settlement of disputes with the U.S.; and continuing protection for book publishing and broadcasting.

Letters

Co-op litigation committee seeks support for suit

The Ad Hoc Committee of Unsecured Depositors of the Teachers' Investment and Housing Co-operative wishes to thank their many supporters, especially the B.C. Retired Teachers' Association. The paid up members of the RTA have been well served in their bulletins and in the availability of their office staff. We wish also to thank the B.C. Teachers' Federation for financial help in the preparation of a brief which went to the Provincial Government and for certain office expenses.

Although the depositors in the TIHC were not as fortunate as the Principal Group's investors (they have received an inquiry) Mr. Alan Mulholland, superintendent of financial institutions, has conducted an inquiry into what went on at TIHC. We feel the report vindicates our position.

Having completed its mandate, the Ad Hoc Committee disbanded at the end of February, 1987.

On March 13, 1987, many of the former Ad Hoc Committee members met to consider the possibility of legal action, which by this time was the only avenue left open to them. As a result, the Litigation Committee was formed under the chairmanship of Alma McGauley.

All depositors with \$5,000 or more should have received a letter of explanation, dated April 30, 1987, and an invitation to join in a group action suit. To date, 2,400 plus have paid their litigation

fee. Some depositors with less than \$5,000 have also become part of the litigation group. *There is still time to participate.* The closing date for receipt of \$200 and the authorization form is *September 30, 1987.*

Information and forms may be obtained from Alma McGauley (agent) 365-5170 and Dennis Guest (agent) 266-9809.

Mary Timmons
Retired teacher
for Litigation Committee
Vancouver

BCTF failing to use teacher-made materials

I read with interest the article in the June 8 issue of the *BCTF Newsletter* titled "BCTF serves members in many ways." In that article there is reference to the professional development division. Here the author mentions that the Lesson Aids service gives "...access to some 700 curriculum materials..." I would like to say that this is hardly something to be proud of. As a B.C. teacher I have found that the professional development division, and in particular the lesson aids Service is not even coming close to the job that it should be doing.

Let us suppose that there are five subject areas in each grade (I know that my number is low) then that would equate to 700 divided by 65 which gives 10.8 resources under each one of these headings — hardly anything to jump up and announce to the world. Over the years I have become aware of the large

amount of good material that is developed by teachers throughout the province and I am also aware that the BCTF isn't really doing very much about it. Many of the PSAs are making a valiant effort to do something but these associations are made up of hard working teachers who have little time to do the job they way it could and should be done.

About nine years ago the Industrial Education Association with the help of a

ministry official put together a fantastic resource centre. There were well over 700 different aids in that one resource centre alone. Teachers could come in and go through a number of file drawers and help themselves to the materials developed by other teachers. There were books from publishers, as well as catalogues from a number of suppliers (my guess would be about 200 different books

Continued on page 8

Judicial Committee decisions

David Singh

Notice of a breach of the BCTF Code of Ethics is given subsequent to the expiry of a 60-day appeal period set in accordance with BCTF procedures (31.D.18).

On June 13, 1987 the Judicial Committee heard a charge under clause 5 of the BCTF Code of Ethics against David Singh, a teacher in Lillooet, B.C.

Clause 5 of the Code of Ethics states:

"The teacher directs any criticism of the teaching performance and related duties of a colleague to that colleague and only then, after informing the colleague of the intent to do so, may direct in confidence the criticism to appropriate officials who are in a position to offer advice and assistance."

The charge related to statements made by Mr. Singh during a public broadcast on CBC radio.

The Judicial Committee found Mr. Singh guilty of a breach of clause 5 of the Code of Ethics because these statements were critical of a colleague and his competence. The Judicial Committee found statements, which were broadcast to a wide audience, to be inappropriate, derogatory and offensive and imposed a penalty of one month's suspension of membership.

Gil Blais

On January 11, 1987 the Judicial Committee of the British Columbia Teachers' Federation considered 12 charges of breaches of the Code of Ethics against Gil Blais, teacher in Kyquoot, B.C.

Following a hearing, the Judicial Committee found the member not guilty on 11 counts and guilty on one count. A reprimand was issued.

Letters

From page 7

and catalogues were there to look over). This resource center for one education area rivaled anything that the BCTF had, or I dare say, has right now. Unfortunately due to funding problems and some changes in the IE building management the centre had to be taken down after two or three years.

Social issues are important, political issues are important but what is more important is just what can I do to maximize my resources to give my students the best education possible in the subject areas I am responsible for? Like many other teachers throughout the province I am busy re-inventing the wheel and there is no organization there to collect, categorize, catalogue and make available to me (and the many other inventors out there) the many resources that have already been developed. Passively this is offered to us; what we need to see in the professional development division is the same enthusiasm and zeal as displayed by the government and bargaining divisions.

Mark Fanning
Laurie Junior Secondary
Cranbrook

Retired teacher shows appreciation of BCTF

I feel it is time that retired teachers made a tangible token of appreciation to the BCTF. While many of us started teaching during the lean thirties, few of us encountered hostility, and Victoria was far away.

As the economy improved, our lot improved. Employers rarely give increases unless these are asked for. With the strength of the BCTF behind us, we asked.

I enclose a cheque to be used in the campaign against Bills 19 and 20. I hope other retired teachers will respond.

Dorothy Ives
Retired
Alberta Beach, Alta.

Three appointments made to admin staff openings

Three appointments to BCTF administrative staff have been made to fill vacancies due to expiry of term contracts and an educational leave.

Nora Greenway, an Indian education teacher in Shushwap, has joined the professional development division as coordinator of the Program Against Racism. Greenway, whose appointment is for a three-year term, has had extensive experience in native Indian and multicultural education and professional development, as well as in women's rights issues.

James Skinner of Sardis has joined the PD division for a one-year term to fill the position opened by Dale Kelly's educational leave. Currently a special district counsellor in Chilliwack and University of B.C. instructor in counselling psychology, Skinner brings to the position considerable experience in workshop design, conflict resolution and counselling skills. He will provide assistance with the local association sign-up campaign, PD field service to locals and coordinate such continuing education programs as Project TEACH, PRIDE and TTLC.

Suzie Simard of Burnaby joins the bargaining division for a one-year term, assuming responsibility for signing up substitute and unemployed teachers, coordinating a revised unemployed teachers' program, supporting the Provincial Association of Substitute Teachers and assisting in the local association certification sign-up campaign. Past-president of PAST, Simard has had considerable experience as a substitute teacher working for substitute teachers, as well as a PD Associate and local bargaining committee member.

8/SEPTEMBER 11, 1987



Retired Teachers' Association President Clair Wark offers tips to would-be retirees at BCTF retirement planning seminar.

BCTF group life plan improved

Your BCTF voluntary group life insurance plan is now better than ever.

The plan now offers optional extra coverage for you and your family in case of accidental death or serious injury. And you can now purchase regular life insurance on your children and continue your own insurance to age 70.

The first of these new features can double the amount of money your family will receive should you die as the result of an accident. The benefit for the loss of limbs, sight, speech or hearing varies depending on the nature of the injury, but could amount to as much as your basic life insurance.

The additional premium for this coverage is \$4.20 per year for each \$10,000 of your life insurance coverage. Similar additional protection is available for your spouse and dependent children for \$1.80 a year more.

The second new feature offers you \$5,000 of insurance on each of your

dependent children for \$7.50 a year, or \$10,000 of insurance for \$15. That's \$7.50 or \$15 whether you have one child or a dozen.

And now, if you wish, you can continue your existing insurance coverage after retirement, up to age 70. Formerly, insurance ceased at retirement or age 65.

In addition to these improvements, the premium rates for the regular voluntary group insurance are being reduced by 15 per cent. Regular insurance is available in units of \$10,000, to a maximum of \$200,000, with lower rates for non-smokers.

This voluntary group life insurance plan, underwritten by Seaboard Life Insurance Company, is available in school districts where it has been negotiated by local associations.

A copy of a descriptive brochure has been sent to each school staff representative. For more details, contact your school board office, local association, or the BCTF Income Security Section.

Retirement planning set

The BCTF will again hold seminars this year to assist teachers and their spouses plan for retirement and to help them understand their pension plan options and other benefits. Following is the seminar schedule:

FALL 1987

Penticton - October 24
Delta Lakeside - 09:00 - 16:00

Burns Lake* - October 29
Burns Lake Native Development Corporation - 16:30 - 21:30

Prince George - October 31
Coast Inn of the North
09:30 - 16:30

Fort Nelson* - November 12
Elks Hall - 16:30 - 21:30

Dawson Creek - November 14
George Dawson Inn - 09:30 - 16:30

Vernon - November 21
Helina Centre (Recreation Complex)
09:30 - 16:30

Sechelt - December 3
Driftwood Inn - 16:00 - 21:30

Powell River - December 4 and 5
Inn at Westview 19:30 - 21:30, December 4
09:00 - 13:00, December 5

SPRING 1988

Vancouver - January 30
Plaza 500 Hotel - 09:00 - 16:00

Richmond - February 6
Richmond Inn - 09:00 - 16:00

Surrey - February 13
Surrey Inn - 09:00 - 16:00

Coquitlam - February 20
Best Western Coquitlam Motor Inn - 09:00 - 16:00

Kamloops - March 5
Dome Motor Inn - 09:30 - 16:30

Williams Lake - March 12
Overlander Motor Inn
09:30 - 16:30

Victoria - March 19
Harbour Towers - 09:30 - 16:30

*These seminars will include a discussion on other income security benefits.

Members planning retirement, or just thinking ahead, are urged to circle their calendar and attend a retirement seminar at their nearest location. For further information contact Bruce Watson at the BCTF: 731-8121.

Salary Indemnity Plan in good financial shape

The number of teachers receiving benefits from the BCTF Salary Indemnity Plan (short term) during the January to June period of this year totaled 488. Year-end reports show an average of 196 teachers were claiming benefits in each of those months, with the average daily benefit being \$84.25 plus the teachers' pension contribution. SIP benefits are not taxable.

As schools opened, 130 teachers were drawing benefits from the Salary Indemnity long term plan. Since some of these claims could continue to age 65 a reserve fund of \$14 million has been established to pay those benefits, reports Ken Smith, the plan administrator. The current assets of the fund, including the long term benefit reserve, exceeds \$26 million.

Superannuation Commission sending contributor info

The Superannuation Commission has sent school boards copies of individual pension plan contributor statements for distribution to each contributing teacher and to each teacher on a leave of absence without pay (except SIP recipients).

Persons receiving salary indemnity plan short term benefits will receive their statements through the ECTF Income Security section.

If you do not receive your statement by early October, you should contact your school board.

Teachers on recall lists: Teachers who were on recall lists may be able to purchase some additional pensionable service.

Substitutes, part-timers can earn pension rights

Substitute and part-time teachers are urged not to overlook opportunities to build up rights to pension benefits.

School boards are required to deduct pension contributions from all teachers, including substitutes, who work half-time or more in any one month.

If you work less than half-time in any one month, you may request the board to deduct pension contributions.

Since your eligibility for a pension depends on the number of months in which you make a contribution, all substitute and part-time teachers are advised to participate in the pension plan.

Vacancies

Applications to BCTF committees should be submitted on BCTF curriculum vitae forms. Please note that both Bargaining Committee and Professional Development Advisory Committee applicants must be nominated by a local association within their zone. Appointments to these committees are scheduled for the October 16-17 Executive Committee agenda. Most appointments are for three-year terms. For more information on committee vacancies or curriculum vitae forms, please contact Jacquie Boyer at the BCTF office.

Bargaining Committee

There is a vacancy on the Bargaining Committee for a co-ordinator for the South Okanagan zone. Deadline for applications is **September 30**.

Professional Development Advisory Committee

Professional Development co-ordinators are required in two zones: Metro and North Island. Deadline for applications is **September 30**.

Other Committees

Committee Against Racism (2); Working and Learning Conditions Committee (2). Deadline for receipt of applications is **October 9**.