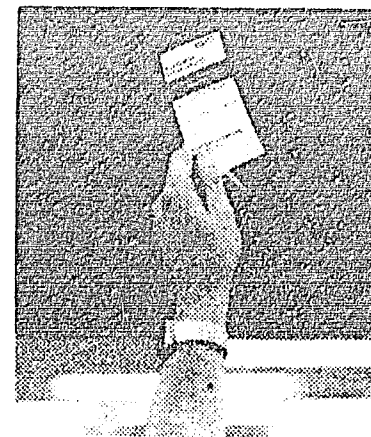


BCTF Newsletter

They debated
and voted
and voted
... page 4



VOLUME 27 NUMBER 3

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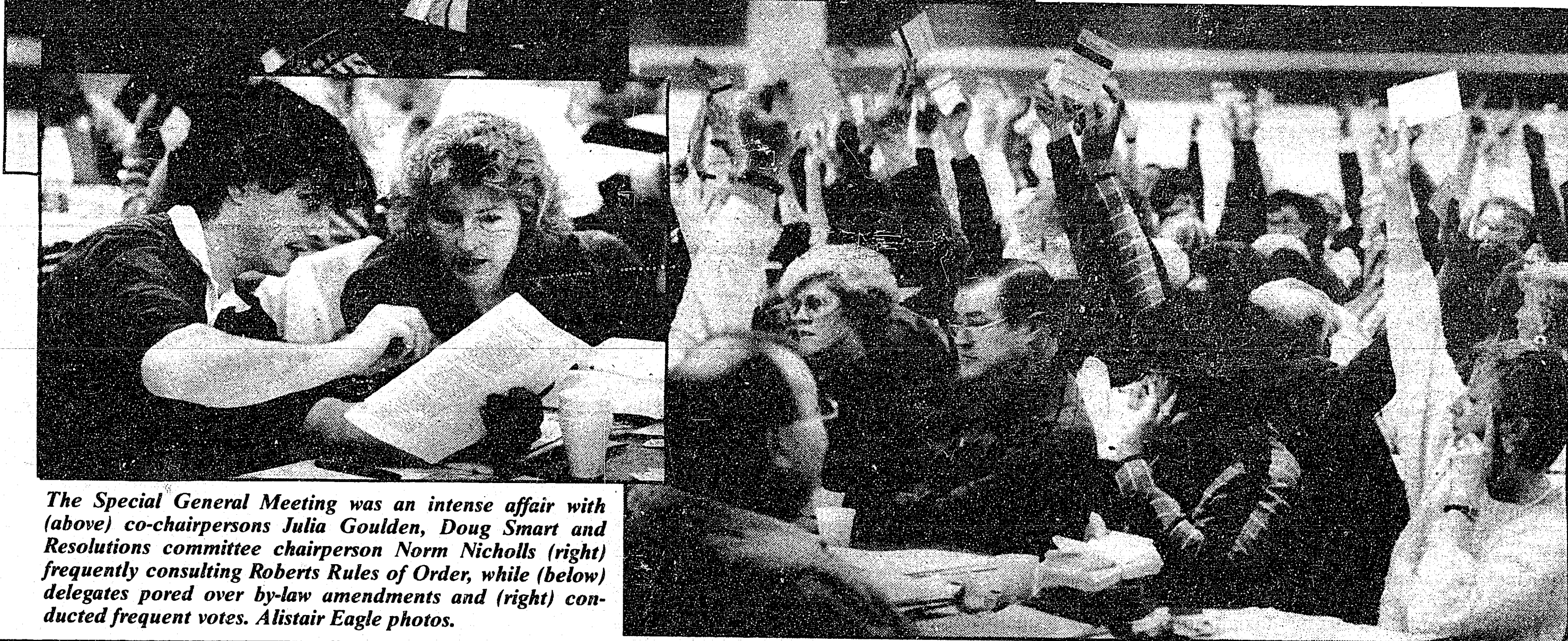
OCTOBER 16, 1987



SGM DECISIONS

The Special General Meeting on October 10 made key decisions on policy and by-law changes:

- affirming the BCTF's intention to remain a strong, unified province-wide voice for all public school teachers with locals in every district and continuing to address teachers' professional, economic and social concerns;
- reaffirming the objective of a BCTF consisting of certified locals in every school district in the province;
- adopting new objects in BCTF by-laws enabling the federation to meet the definition of a trade union under the Industrial Relations Act and to continue to offer PD programs;
- approving a by-law amendment giving principals and vice-principals the opportunity of becoming "affiliate administrative members" for purposes of participating in the Salary Indemnity Plan;
- and explicitly declaring in a new by-law that local associations shall have full autonomy in collective bargaining.



The Special General Meeting was an intense affair with (above) co-chairpersons Julia Goulden, Doug Smart and Resolutions committee chairperson Norm Nicholls (right) frequently consulting Roberts Rules of Order, while (below) delegates pored over by-law amendments and (right) conducted frequent votes. Alistair Eagle photos.

BCTF continues goals as union of professionals

HISTORIC DECISIONS TAKEN

On October 10 the BCTF began a new chapter in its history as a Special General Meeting approved revised by-laws enabling the federation to become an organization of autonomous local unions.

The day-long meeting had the fundamental result of reconstituting the federation to fit the definition of a trade union under the Industrial Relations Act while retaining its long-standing goals.

The meeting affirmed that the BCTF will endeavour to remain a strong, unified province-wide voice for all public school teachers, maintain strong locals in every district and continue to address teachers' professional, economic and social concerns. Delegates also reaffirmed the August special RA position that "an objective of the federation be a BCTF consisting of certified locals in every school district."

The Special General Meeting had no difficulty agreeing to policy recommendations on the aims of the federation and on by-law amendments (which are

required by the Society Act to obtain 75 per cent approval) concerning the objects of the BCTF, membership and local association rights and responsibilities. After considerable debate, the meeting also approved a by-law amendment giving principals and vice-principals the right to non-voting affiliate membership for the purpose of participating in the Salary Indemnity Plan. (See separate story page 5.)

But after a protracted debate and a complicated series of votes, the meeting ended in stalemate on two competing by-law proposals on what type of locals should be chartered. The majority (72%) favoured the open-ended RA recommendation which would enable the BCTF to charter locals but the required 75 per cent approval proved elusive. A determined minority held out in favour of a resolution proposed by the Burnaby Teachers' Association and VESTA that would require, after a one-year transition period, only union-certified locals to be chartered. As a result, the present by-law

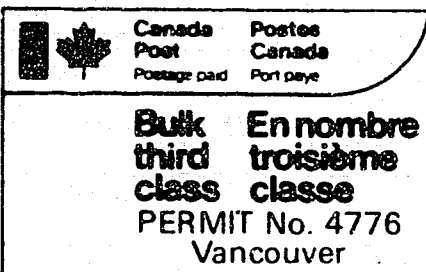
3.1, which recognizes all locals, will prevail.

Following the SGM, the next step in the process will be for local associations to hold general meetings to change local by-laws. Then a province-wide drive will begin to sign up members in the reconstituted locals and BCTF. After this, a vote will be held in locals among signed-up members on seeking union certification.

The whole process of constitutional revision has been made necessary by Bill 20 which, effective January 1, 1988, makes membership in the BCTF voluntary, excludes principals and vice-principals from teacher bargaining units and requires teacher locals to become either certified unions or non-certified associations.

BCTF President Elsie McMurphy opened the meeting by reminding the 660 delegates that they were attending only the second Special General Meeting in the history of the BCTF. That

See "By-laws" page 4



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

Executive reviews issue:

Royal commission position reaffirmed

The BCTF Executive Committee has reaffirmed its position on the royal commission on education.

The executive reviewed the work of the commission, under commissioner Barry Sullivan, and saw no reason to change its position adopted in May based on concerns about the formation of the commission and its mandate.

The executive's position is that:

- The BCTF will cause a brief to be prepared and presented to the commission;

- the BCTF will not be involved in commission organization, research, collation of responses, or organization of hearings and presentations;

- local association executives and PSA executives will be reminded of BCTF documentation and positions already available (e.g., Bargaining and Professional Rights policies; *In the Wake of Restraint*; general Members' Guide policies on professional development, children's rights, curriculum and affirmative actions);

- local associations or PSA's wishing to participate in hearings should proceed on their own;

- should a local association or PSA make a presentation to the commission, a copy should be filed with the BCTF.



BCTF candidates for the College of Teachers Council gathered Oct. 9 to be briefed on the legislation and the electoral process. The candidates (left to right) are: back row Mike Campbell (Fraser Valley), Colin Scott (North Central), Harvey Harrison (North); middle row Jim Killeen (Vancouver), Bob Jackson (West Kootenay), Pauline Galinsky (South Coast), Wes Nickel (Okanagan), Joe Panichelli (North Coast); and front row Bill Broadley (South Island), Don Creamer (East Kootenay), Debbie Gregg (Metro) and Shirley Bonfield (North Island). Absent were: Sheila Park (Mainline Cariboo), Peter Ellis (Surrey) and Margaret Woodlands (Doug Neale (Delta-Richmond)). The mail election begins Nov. 30. Alistair Eagle photo.

BCTF tells government:

Strike savings should go to education

B.C. teachers and education workers want the money the government saved when they withdrew their services June 1 to be reinvested in the public school system.

Elsie McMurphy, president of the B.C. Teachers' Federation, and Mike Dumler, president of the Canadian Union of Public Employees (BC), made the request in a joint letter to Education Minister Tony Brummet.

The school districts saved approximately \$2.5 million by docking one day's pay from the salaries of the thousands of teachers and non-teaching school workers who supported the B.C. Federation of Labour's one-day strike.

The government has said it will deduct this amount from the education budget.

McMurphy and Dumler argue that the money should be kept in the education system to "alleviate some of the chronic problems of the schools — overcrowded classrooms, textbook shortages, insufficient building maintenance, and so on."

They noted that since the government's restraint program began in 1982 operating budgets for public schools have gone up by 12.7 per cent. But the net increase in the provincial government's grants to the boards has been only 3.8 per cent.

Over the same period inflation has increased the cost of living by 31.2 per cent.

The letter said Brummet has an opportunity to make a significant impact on some of the school system's problems without exceeding his ministry's original budget for this fiscal year.

"The money has already been raised, and earmarked by the legislature to be spent on the public schools," McMurphy and Dumler said. "That's where it should be put. It should not be used for non-school purposes — for example, offsetting the cost overrun on the Coquihalla highway."

CTF Project Overseas seeks Spanish speakers for possible expansion to Latin America

Each year about 100 Canadian teachers are chosen to spend their vacation working without salary on the Canadian Teachers' Federation's Project Overseas. This volunteer program is aimed at helping teachers in developing countries upgrade their skills through in-service training.

Administrative, travel and living expenses are borne by the Canadian Teachers' Federation, the provincial and territorial teachers' organizations which are members of CTF, and the Canadian International Development Agency.

CTF is now exploring the possibility of expanding its program to countries in Latin America. If you are fluent in Spanish, both written and spoken, and would be interested in taking part in a program of this kind, we would like to hear from you.

For further information, please write to: Director, International Programs, Canadian Teachers' Federation, 110 Argyle Avenue, Ottawa, Ontario K2P 1B4.

Sign-up and certification campaign time lines set

The steps to certification

The following, assuming membership approval at the various stages, outlines the steps to certification to be taken by the BCTF and locals.

October 10 Special General Meeting

BCTF adopts by-law changes

Mid-October

Local association adopts by-law changes

October-November

Sign-up drive: teachers sign up to continue membership in the BCTF and the local and assign bargaining authority to the local.

Late November

After majority of teachers have signed up, the signed-up members decide to seek certification by voting to become "a trade union for purposes of the Industrial Relations Act."

January 1, 1988

Local applies to Industrial Relations Council (IRC) for a certification vote — after at least 45 per cent of teachers sign up.

January 10 or within 10 days of application

Vote held — IRC grants certification based on majority vote by teachers in the district.

Collective agreement negotiated.

BCTF Newsletter

British Columbia Teachers' Federation
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CLIVE COCKING

Editor

Editorial guidelines

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

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

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PSAs urged to exert PD leadership

PSA representatives meeting at the PSA council fall leadership training conference in Vancouver October 2-3 reaffirmed that PSAs are an integral part of BCTF professional development operations.

They said PSAs should be active in the following areas within the BCTF:

- representing the professional concerns of all educators;

- initiating, promoting and facilitating curriculum development, implementation and assessment;

- providing a forum through conferences and publications for the exchange of ideas;

- advocating for children through the establishment of appropriate learning and teaching conditions and for sufficient resources;

- strengthening PSAs through the development and promotion of local chapters.

The fall training session began with an informal evening meeting with BCTF President Elsie McMurphy who listened to PSA concerns and responded to ideas on PSA membership after legislative changes come into effect in January. The Friday session turned to a panel discussion of the current situation and future of PSAs.

Panelist Jon Terpenning, past president of the English PSA, praised the BCTF for giving increased "recognition that PSAs are a very important group of people in the BCTF" and argued that the new College of Teachers would not offer an effective means of achieving PSA goals.

"When you measure your choices against something like a teachers' college, which is a very large unknown factor," he said, "it certainly doesn't

seem to offer us as much support as there is currently within the BCTF."

While also "thrilled" that the BCTF is giving more support to PSAs, David Alsop, president of the special education PSA, said he was uncertain "whether the BCTF was the only way to go." He said he was concerned at the loss of administrators and hoped that some way might be found whereby they could still participate in PSAs.

that we exist, in our minds, as a service to all primary teachers in the province of B.C., whether they're certified in a union or not certified in a union, whether they teach as a principal or a vice-principal or function only in a classroom."

The PSA faces a difficult decision regarding its future in the coming year, Hall said. But she personally felt the best option would be for the PSA to decide on its purpose and what it wants to



Participating in a panel discussion, Joan Hall (at podium), primary PSA president, told the conference that her association exists to serve all primary teachers.

Joan Hall, president of the primary PSA, said there was also uncertainty within her association as to whether, under the new legislation, the PSA should continue to seek to achieve its goals through the BCTF, through the college, or through forming a new society.

"We exist, as a PSA, to foster and promote the cause of early childhood education in B.C.," she said. "This means

achieve and "then go after that goal within the BCTF."

Speaking later to the meeting, BCTF Executive Director Bob Buzza briefly reviewed the federation's proud and "dominant" role in curriculum development. He reminded his audience that the federation, in overwhelmingly approving the Bargaining and Professional Rights Task Force Report, had clearly stated the BCTF's commitment to both economic

and professional goals. He also noted that there was much uncertainty about the college as most of the Teaching Profession Act has not yet been proclaimed, only the sections providing for the college council election.

Professional Development Division Director Mike Zlotnik warned against the tendency of some people in the current unsettled period to stand back and wait and see how it settles down. That would be "a terrible mistake" for PSAs to make, he said.

"Standing back to see how it all turns out is to opt out of having any influence on the options," Zlotnik said. "This is not a time where you just have options set before you; this is a time when you can make some options."

"I want to suggest that, rather than standing back, is to make a decision to commit to the BCTF and to assert within the BCTF a leadership dimension for professional development, for your PSA and for PSAs collectively."

The various concerns of PSA representatives were formally drafted in the Saturday morning session for submission to a task force to be created on recommendation of the BCTF Executive Committee.

The joint Executive Committee/PSA Task Force will recommend ways and means of extending and strengthening PSA networks, enhancing PSA work in curriculum, and integrating PSA work into federation professional development. Council recommended that a PDAC member also serve on the task force.

At a joint meeting of the PSA council and PDAC coordinators, council chairperson Soph Jeffrey said it was "beautiful" to see the two groups working together in professional development.

Answers to your questions on sign-up/certification

Lynne Macdonald

Sign-up/certification coordinator

Getting recognition as the certified bargaining agent will be a fairly straightforward process for our local associations; but there are a few wrinkles. Members need to fully understand the sign-up/certification process, and the following are answers to some frequently-expressed questions.

Who is eligible to be involved in the sign-up?

Basically, "all teachers" (anyone with a B.C. teaching certificate who is employed by a school board to offer tuition or provide other educational services). All teachers are part of the bargaining unit established by Bill 20, and are eligible to sign up and thereby participate in all subsequent voting. Included are certificated substitute teachers and teachers on letters of permission. Our present "associated professionals" (speech pathologists and similar categories) who are now voluntary active members, will be asked to sign up as well. The status of night school and adult education instructors is not clear, but may become the subject of a ruling by the Industrial Relations Council.

Supervisors, administrative assistants, coordinators and head teachers are in the bargaining unit, but administrative officers — directors, principals and vice-principals — are deemed not to be teachers by Bill 20, and thus cannot sign up as active members.

Who will be eligible to vote in the various steps to certification?

This varies slightly depending on the stage:

1. **Local by-law changes and informal intent to certify:** All present active members of local associations are eligible to vote on these questions. However, as these issues relate to the future of the local under the new bargaining unit, administrative officers are being asked to refrain from voting, to allow those remaining in the unit to make these decisions on their own.

2. **The sign-up:** As above, all those who will be "teachers" after January 1, 1987 are eligible to participate in the sign-up.

3. **"Section 131(2) vote":** After most of the teachers in the district have been signed up, an absolute majority of these "new" members must vote "to be a trade union for the purposes of the Industrial Relations Act", in order to proceed to certification. Only the teachers who have voluntarily joined during the sign-up campaign are eligible to vote on this issue. (Thus, those who do not sign up, as well as administrative officers, are excluded from this vote.)

(No other group of employees is forced to take this "131(2)" vote: it is redundant, given the secret ballot vote described in the next paragraph, but teachers are required by Bill 20 to jump through yet "another hoop.")

4. **Certification vote:** In January most locals will file the formal application for certification to the IRC, supported by the vast majority of teachers who have voluntarily signed up in the local. The IRC then conducts a secret ballot "representation vote" which will determine whether the local is certified or not. In that vote, all "teachers" (that is, not including persons who are administrative officers at that time but including any un-signed teachers) will be eligible to vote. A majority of those voting will decide the issue.

Why do I have to pay another \$2 when I already pay dues?

The \$2 (\$1 for the local, \$1 for the BCTF) is a nominal initiation fee, required by the IRC as evidence of a financial commitment which proves the member has voluntarily joined the organization. This is a one-time initiation fee, separate from the membership dues which are determined by annual membership votes at local general meetings and the BCTF AGM.

Can teachers on leave of absence or exchange participate?

Yes. They will be signed up by the local associations in the district from which they are on leave or exchange. In many cases this will necessitate mailing sign-up forms to them. Teachers overseas will also be contacted in this manner.

When will the sign-up drive take place?

As soon as your local association has adopted its constitution and by-law changes, likely in late October or early November, you will be approached by a colleague to sign up. The sign-up forms must be dated no earlier than three months from the time of the application for certification. (At present, applications cannot be made until after January 1, 1988.)

Even after the bulk of teachers have signed up, the remaining non-members will continue to be asked to sign-up through December to do everything we can to maintain the united organization that speaks for all teachers.

Are there restrictions on when sign-up can occur?

The only restriction to signing up teachers is that it may not take place during working hours. Signing up during the scheduled lunch hour in the staffroom is permitted and entirely acceptable. Before or after instructional hours is also appropriate unless the teacher is on a specific work assignment such as supervision. Preparation time falling within regularly scheduled instruction hours should not be used for sign-up.

What is an unfair labour practice?

Employers, and anyone acting for them (including administrative officers), are not allowed to use forms of pressure to harass or prevent the sign-up drive. While under the Industrial Relations Act, employers may "express their views," they may not use intimidation, coercion, undue influence or threats. They may not take disciplinary action or discriminate against an employee because that employee joins or is active in a local. They may not use either threats or promises or alter conditions of employment to attempt to thwart the organizing drive.

(If such activity takes place in your district, be sure to make notes of the details, and report them immediately to your school canvasser, local organizer or president.)

If you have further questions, you should feel free to raise them with your local president or organizing committee, or the BCTF.

By-law changes prepare BCTF for new era

From page 1

earlier SGM on September 19, 1936 also concerned membership, she said, as it overwhelmingly approved a draft bill that membership in the federation should by law include all teachers which, she said, "started the process to ensure a BCTF with every teacher in the future in it."

McMurphy went on to give the meeting a brief update on local certification. "The leadership bodies of this federation are united in their recommendation to certify," she said. "And we have had excellent votes so far in favour of certifying — Delta unanimous, Prince George 98 per cent, Sunshine Coast 99 per cent, Quesnel unanimous, Peace River North without dissent — we have about 30 locals now which have taken those positions."

She spoke in favour of the open-ended by-law recommendation on chartering locals, arguing that it avoids a divisive and potentially unnecessary decision on types of locals to be chartered since the BCTF is committed to a goal of all certified locals.

"Whatever the outcome of this important debate," McMurphy said, "it is much less important than our task for the rest of the fall — taking to the members a confident, coherent, capable organization that invites their membership and advises them to certify. We must be able at the end of the day to commit ourselves enthusiastically, cooperatively and collectively to achieving our objectives."

As discussion began, there was little dissent expressed with the initial policy and by-law recommendations presented from the RA.

A lone speaker against the proposed objective of all certified locals was Laurie Lynds (Burnaby) who alleged that the National Union of Teachers in the U.K. had recently lost 5,000 members due to dissatisfaction with being "pulled out so often for demonstrations and strikes." Many B.C. teachers are worried about the same situation developing here, he said, expressing the belief that the members' views cannot be known until asked directly.

Bill Topping (Richmond) also spoke against a key by-law amendment that would enable the BCTF to become a union. It called for adding the following as objects of the BCTF:

- 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.

Topping said he opposed the recommendation because of the use of the word "regulate" which, in his view, means "control," and that the amended by-law "opens the way for the BCTF to regulate a local into province-wide bargaining and unfortunately I do not favour at this time province-wide bargaining."

Legal counsel for the federation reminded delegates that the wording was required by the IRC; the meeting also subsequently adopted a by-law amendment guaranteeing local autonomy in bargaining.

Both recommendations — on certified locals and new objects — were however overwhelmingly endorsed by the delegates.

The meeting then turned to the 4/OCTOBER 16, 1987



SGM delegates (above, centre) formed long lines at the mikes, conferred intently on the meaning of by-law amendments and debated the issues at length.

... before interested guests (bottom, centre) CTF President Sheena Hanley, CEO vice-president Serge Levesque and wife, and then went on to vote, reconsider and vote again, testifying to the importance of the meeting. Alistair Eagle photos.

would allow chartering of certified locals and uncertified associations.

"I can only see more dissent coming out of an organization that is trying to embrace two different kinds of organizations," he said. "I don't want to exclude anybody from membership in the federation either, but [this recommendation] invites people to exclude themselves. This contains the seeds of destruction of our professional house. We must have one house and we must have one house of certified locals, a union of unions."

A vote was taken but, despite the favourable 461-191 margin in the count, it failed (by four percentage points) to

obtain the necessary 75 per cent approval.

The SGM then turned to the BTA-VESTA resolution, dealing with it in four parts.

The first part was identical to the RA recommendation and it again failed to achieve the necessary extra majority, the

vote count giving a margin of 428-227 in favour.

Debate focussed on the second part of the proposed by-law which stipulated that "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 ... the Exec-

utive Committee shall cancel the said charter ..."

Challenging the "tyranny of the minority," Mike Campbell (Abbotsford) expressed disappointment with some colleagues in the meeting for refusing to yield to a clear expression of the will of the majority on the issue. He went on to condemn the potential of the resolution to exclude locals from membership, as "it goes against the history of the organization."

Also opposing the motion, Kit Krieger (West Vancouver) pointed out that, after considerable persuasion, his local RA had recently voted 25-0 in favour of

seeking certification as a local union within the BCTF.

"We sold it certainly on the advantages of a union model," he said, "but perhaps most persuasive was the argument that they were buying into a democratic organization." But now he said he would have to try to sell them on the notion that 29 per cent constitutes a majority. "Until today I had 100 per cent on side — not now."

Susan Davis (VESTA), speaking in favour of the BTA-VESTA resolution, argued that it would be "cynical in the extreme, dishonest and hypocritical" for the meeting to have endorsed the goal of all certified locals and then to have approved the open-ended RA recommendation to allow both certified locals and non-certified associations to receive BCTF charters. In VESTA, she said, those voting against certification were "largely members of Teachers for Association who are diametrically opposed to the objects we passed today." Davis maintained that the majority of her local

endorse BCTF policy that "members of the federation are members with equal rights and responsibilities and they therefore reject the proposal that would create a federation with members with unequal rights and responsibilities."

In the vote, the second part of the BTA-VESTA resolution failed to obtain the necessary majority. The third part, which would have required applicants for active membership subsequent to January 1, 1989 to "signify an intent to favour certification of a local association", was similarly defeated. The fourth section was not dealt with.

Following a favourable vote on reconsideration, the SGM returned to the RA recommendation on chartering locals. Many of the arguments made earlier were repeated in the debate and subsequently the measure failed again (by three percentage points) to win the necessary 75 per cent majority. The margin was 466-183 in favour.

Summing up at the adjournment, President McMurphy pointed out that the lack of a clear decision on the conflicting by-law proposals would not diminish the federation's efforts to proceed toward its goals.

"We shall charter locals, all locals, and we'll do our best in seeking certification with the Industrial Relations Council," she said. "We have the confidence of knowing that a majority of our delegates wishes us to do that, even if the majority required by the Society Act was not satisfied."

Administrators given affiliate membership for SIP benefits

After being legislated out of the BCTF, principals and vice-principals are to be given the opportunity of becoming "affiliate administrative members" for purposes of participating in the Salary Indemnity Plan.

The Special General Meeting, after considerable debate and an amendment to the original by-law recommendation, decided to extend this privilege to principals and vice-principals. When Bill 20 comes into effect on January 1, 1988, they will be designated "administrative officers" and denied active membership in the federation.

After approving a by-law amendment to meet the requirement of the new legislation by formally excluding principals and vice-principals from active membership, the SGM turned to examine closely the proposal to offer the out-going administrators "affiliate Administrative Membership which shall entitle the member to participate in the Salary Indemnity Plan ... and such other benefit plans as the Executive Committee may determine ..."

Supporters of the motion argued that it would enable principals who are being forced out to maintain some connection with the BCTF; it would be a gesture of appreciation for their support, and their contributions would be financially valuable to the Salary Indemnity Plan. Opponents of the proposal questioned the implications of the new by-law, whether administrators would then come under the Code of Ethics and what other benefits might be opened to administrators.

See "Affiliate" page 6
OCTOBER 16, 1987/5

Arnie Myers calls it 30

A BCTF staff member whose work has been both invisible and highly visible to teachers has retired.

Arnie Myers, the federation's communications officer, has taken early retirement after 10 years' service. Throughout his term with the federation he was noted for maintaining a low profile internally, while his work in news media liaison and advertising contributed significantly to raising the BCTF's public profile.

BCTF President Elsie McMurphy praised Myers' contribution to the federation at the Special General Meeting on Saturday, October 10. "It's characteristic of Arnie's dedication and hard work," she said, "that his last official day on the job was yesterday, but he has stayed on one more day to ensure the media coverage of this meeting."

Arnie Myers had had an extensive background in journalism before he joined the federation as editor of the *BCTF Newsletter* in 1977.

He began as a photographer with the *Regina Leader-Post* in 1945, moving later in that year to the *Winnipeg Free Press*. He recalled that he was cursed with an inadequate 4x5 Speed Graphic that kept breaking down. "I was forever writing explanatory notes to the city editor on why the results were so terrible," Myers

said, "until he eventually decided I was a better writer than photographer, so he made me a reporter."

Four years later he came out to Vancouver to join the colourful and now long-gone *News Herald*. In 1950, he



Arnie Myers... "city editor said he was a better writer than photographer."

moved over to the *Victoria Colonist*, initially to cover city hall and later the legislature. Two years later he joined the *Vancouver Sun*, where he was a general reporter and feature writer for nine years before taking a year out to travel

and freelance in Europe. In 1963, Myers rejoined the *Vancouver Sun*, spending a year in the Ottawa bureau before returning to Vancouver to concentrate on medical and science reporting.

"I did that until 1967 when I had a philosophical difference with the publisher and left," Myers recalled.

He joined the University of B.C. as director of information, a position he held for 10 years until, he said, "I had a philosophical difference with President Kenny and left."

UBC's loss was the BCTF's gain. In recent years, as communications officer, Myers has played an important role not only in ensuring the news media received the BCTF message, but in encouraging the increasing use of public opinion polls and advertising.

What is Arnie going to do in retirement? "As little as possible initially," he replies. Later, he has a large ambition he would like to achieve.

Unknown to many, Arnie Myers is an avid student of the Napoleonic wars. The ambition he would like to fulfill is to retrace Napoleon's footsteps (not of course on foot) across Europe, visiting all the great old battlefronts.

Our advice: dress warmly for that long trek back from Moscow.

Affiliate membership deadline set at March 31, 1988

From page 5

On a first vote, the recommendation failed to achieve the required 75 per cent majority approval. But as the margin was close, an appeal for reconsideration was successful and following an amendment — giving the AGM, rather than the Executive Committee, the power to determine what other benefit plans might be opened to administrators — the by-law change was approved by a 489-160 margin.

As adopted, it stipulates: "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 Annual General Meeting 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."

Executive Committee election

An election will held at the November 6-7 RA to fill a vacancy on the Executive Committee left by the resignation of Colin Scott (Prince George). The following two members have been nominated to serve in the position, with a term of office ending June 30, 1988.

Jan Eastman

Jan Eastman

Changes in our organization as a result of Bills 19 and 20 are inevitable. We do, however, have a choice in how we deal with these changes. We must choose well, because the decisions we make in the near future will profoundly affect both our professional lives and the BCTF's effectiveness as the advocate for teachers and for the public education system.

It is obvious that the government hopes to split our organization into pro- and anti-union factions. We can frustrate that agenda by remaining united and certifying all 75 locals. If, however, at this time a local chooses not to certify, it must be able to remain in the federation and contribute to our collective voice. We cannot stand by and allow our federation to be destroyed or debilitated to such an extent that the government usurps the role of teachers in providing direction and innovation in education.



Furthermore, we must ensure the continuation of teacher initiatives in and control of professional development. Initiatives such as the Program for Quality Teaching must be able to develop from our perspective as teacher professionals. PD functions currently offered through Provincial Specialist Associations, PD Associate networks, and program development are intrinsic to our organization as we know it. This function must be maintained.

These times call for an Executive Committee that is more open and responsive to member needs than ever before. In the absence of compulsory membership it is essential that we continue to delineate and refine very clear processes for resolving member concerns. If our communication strategies prove to be inadequate to meet the challenges ahead, our democratic structures certainly provide means of developing new ones.

While Bills 19 and 20 have attempted to split our organization they will not succeed. I believe that by working together we can survive not only the immediate challenges of voluntary membership, certification

and first contract negotiation, but emerge as a stronger organization ready and able to face future challenges. It is indeed my hope that we not only preserve the federation we have built and supported over the last 70 years, but that we ensure it goes on to new strengths as a truly democratic and progressive organization of teachers in a union. I commit time, energy, a broad experience and a wide perspective to achieving this goal.

Experience: Education: B.A., Dip. Ed. (Australia); M.A. (Ed.) SFU. **Teaching:** 18 years in B.C., Kitimat (5), Langley (5), Delta (8) Grades 7-12; 2 years SFU Faculty Associate. **PSA activity:** L.A.T.A.; Labour History; English; Special Ed. **Local associations:** executive and other committees in Kitimat, Langley, Delta. **Recent Delta experience:** Staff Rep., Bargaining Committee, Teacher Evaluation Committee, advocate for teachers on transfer, currently LAR. **BCTF:** Political Action Task Force, Labour Liaison Committee, S/W, PD Associate, Teacher Personnel Committee, Professional Relations Advisors Committee, Charter challenge plaintiff, Program for Quality Teaching (workgroup member and training facilitator), attended 12 AGMs.

work as a staff member in Bargaining and PD enabled me to support and assist a broad spectrum of teachers working in many different types of locals. I have experience in every major area of BCTF work and feel confident that I can step in at this difficult time and fulfill executive responsibilities for the remainder of the term.

Dangers and crises also present opportunities. The government's plan to destroy the BCTF has given us the opportunity to build a stronger, more united organization. I would be pleased to be part of an executive committee that grasps that opportunity.

Experience: Educated at Simon Fraser University — four-year professional development program. Taught 18 years for the Burnaby School Board. **BCTF:** Staff — co-ordinator, Status of Women Program (2 years); Assistant Director, Professional Development Division (2 years); Assistant Director, Bargaining Division (1 year). **Committees —** S/W Task Force, Commission on Governance, Judicial Committee, W.R. Long International, Representative Assembly (4 years); PD Associate for Stress Management, Staff Reps, Union Made Workshops. **Local —** bargaining, public relations/political action, pensions committees; AGM delegate (10 years).

Linda Shuto

This may be one of the most critical years in the history of the BCTF. After years of government cutbacks and attacks that have angered and sometimes demoralized us, we now have an opportunity for positive action as we move to become a union.



While members have legitimate concerns and fears that must be addressed, I believe the sign-up/certification drive will be a unifying force as teachers commit themselves to a strong BCTF. It will be important for members to examine the type of union we will become so that our participatory, democratic traditions remain intact. Our leadership must initiate processes that inform and involve members and inspire confidence in the organization.

Several dangers exist. First, we must be united and committed to the tasks of achieving certification and first contracts in all locals. With unity of purpose and

the dedication of our members these difficult tasks can be accomplished.

Second, we must ensure that the BCTF maintains professional development as a priority. There may be a temptation to reduce our work in PD because of the real imperatives of bargaining. But there has never been a more important time to emphasize the dual role of the BCTF in meeting the needs of classroom teachers. The threat of the College overtaking our legitimate role in PD is a danger that the BCTF must overcome.

Finally, we must continue our work on social issues that has brought so much community support to the BCTF. Our work in such areas as unemployed teachers, Status of Women, Program Against Racism, parent teacher links, international affairs and the peace movement has been extremely successful in building allies for education. The government would love to see us abandon these programs and lose the allies and networks that have been built over the last decade.

I believe my experience in the BCTF can be utilized to help avoid these dangers and achieve our goals. My

Bargaining update:

Membership protection is key issue

George North
Director, Bargaining Division

Fourteen locals remain without finalized 1987-88 agreements and are in a variety of situations ranging from some negotiations to no negotiations and some job action to no job action. In all cases, the key issue is the membership protection package but the salary scale is also in dispute in at least two instances.

Talks were scheduled to resume in Terrace on October 7 following a 70.2 per cent strike vote with the local executive authorized to call a withdrawal of services as early as October 19. The action resulted from the board's refusal to bargain even after 90 members of the local protested at a school board meeting in late September.

Queen Charlotte teachers are also upset over the board's position that teachers must publicly end their instruction-only campaign after which it would resume bargaining on the membership protection package but not over the freeze on salaries and benefits imposed in arbitration. The local has angrily rejected the proposition. It had offered to suspend the local IOC provided the board came to the table to discuss all points at issue.

The situation is different in Nanaimo where negotiations appear to be back on track following an arrangement whereby talks recommenced at 2 p.m. October 5, the local suspended its IOC two hours later, and adjourned talks at 5 p.m. to be resumed October 15.

Bargaining sessions scheduled for early October in Vancouver Island West have been postponed until October 24 while North Thompson teachers and school board are continuing discussions

over terms of their membership package which had earlier appeared to be virtually settled.

Fernie, Cranbrook, and Kimberley are still without membership protection packages but the latter two locals have withdrawn their local instruction-only campaigns in the expectation that serious discussions will resume.

Fernie teachers are currently on a local instruction-only campaign to get the board back to the table to bargain MPP, release time for the president plus some other items. They hope that locals will publicize the fact Fernie is on IOC and should be treated as "hot" in relation to any extra-curricular events.

The East Kootenay locals are strongly encouraging their members to honour local IOCs by refraining from any involvement in activities with members of these locals which would contravene campaign guidelines.

Burnaby and Surrey both settled their contract terms in September, joining Sooke and Quesnel in the ranks of locals achieving agreements since the summer conference.

Still without a membership protection package are Lillooet, where salaries are also an issue, Abbotsford, Chilliwack, Nechako, Kettle Valley, and Nishga. Peace River North's overriding issue is withdrawal of letters of reprimand from teachers' files but it is also without a membership protection package. Its instruction only campaign and that of locals taking similar action are being backed by colleagues in other districts through messages of support and by non-participation in any activities involving those districts.

Letters

Royal commission urged to end scandalous conditions for subs

I am a substitute teacher, who is fully qualified and professionally certified as a public school teacher and who for the past eight years has desired a full-time teaching position. But I have been unsuccessful in obtaining this goal thus far (in large measure because of the cutbacks in the past four years). Despite this major setback, I believe strongly in a public school system. As such, I view skeptically the actual results of the work of the royal commission on education.

I doubt the royal commission will rectify the longstanding injustice suffered by substitute teachers. Our wages are very low by any standard. I am very "fortunate", relatively speaking, in that I work in one of the few districts that offers summer school, where I have taught for the past seven years (I missed one year due to the cutbacks). Nevertheless, I needed UIC to the sum of \$2,138 to supplement my wages last year. We lack any kind of benefits. True, one or two districts may offer a small token payment in lieu of benefits, but basically speaking we have no medical or dental benefits to speak of. As for sick pay, we cannot afford to take time off due to illness. We also need fair hiring practices and recognition of experience (summer school experience is not in the contract at all).

Regular, full-time teachers are still shocked to hear what we earn and wonder how anyone could survive eight years. Well, I'm philosophical about it. But eight years is a long time in one's life. Colleagues who are fortunate enough to be regular, full-time teachers are getting married, buying homes and raising families. Substitute teachers deserve the same opportunities.

I think that the report of the commission will end up sitting on a shelf, in a records department, gathering dust. Nothing short of truly measurable results — a significant wage increase for substitute teachers — will change my mind. I hope that my plea for more money or higher wages will not be interpreted as "just another public school teacher greedy for a larger piece of the public's pie." Far from it. Some job. Some piece of pie.

Ken Chad
Substitute teacher
Burnaby

BCTF Lesson Aids seen as model in Canada

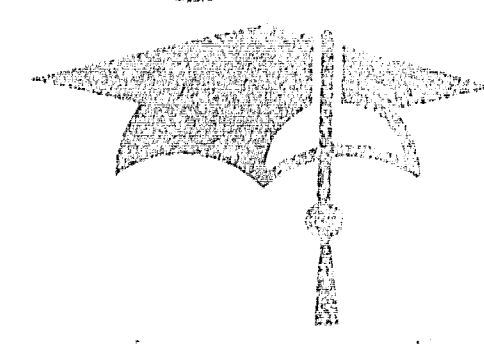
The letter from Mike Fanning in the September 11 *BCTF Newsletter* hit our PD Division at a time when we are all working at full capacity to serve and promote PD in the BCTF.

I would like to take this opportunity to alert Mr. Fanning and other members to the full scope of PD support that goes to Lesson Aids and PSAs.

The BCTF offers materials development grants totalling \$9,500 a year and spends \$46,000 publishing teacher-developed aids which are then sold at cost to teachers, schools, and school boards. This service is considered a model across Canada. Aids are ordered from teachers all across the country as well as from the United States and other countries throughout the world. Total sales revenue last year was \$94,000. However, we welcome suggestions for improvement and I take this opportunity to invite teachers who have suggestions for improvements in any area of our PD services and programs to write or call me by phone.

When Mr. Fanning refers to the efforts of Provincial Specialist Associations

Where your fees go...



FOR EACH \$100:

\$ 8.19	Bargaining support: research, case preparation, advocacy, etc.
1.17	Pension and income protection services
6.04	Teacher personnel services, legal aid, job protection
7.04	Professional development services, lesson aids
2.11	Programs against sexism and racism
6.02	BCTF governance, AGM, RAs, etc.
4.75	Communications: publications, Envoy, to... free phone
1.41	Influencing government on education
4.24	Grants to locals, PSAs, UTACs, etc.
2.07	CTF and international teacher affiliations
1.21	W.R. Long International Fund
2.99	Teacher ed., Assistance Society, Resources Centre
12.14	Administrative services: accounting, member records, computer systems, building operation, etc.
3.29	Improving cash position
0.97	Capital budget
5.71	Reserve Fund
30.65	Salary indemnity: short and long term illness benefits to teachers

(PSAs), he is confused. The PSAs are an integral part of BCTF professional development. BCTF provides over \$300,000 per year in grants, printing subsidies, editorial, and administrative support to PSAs.

In this coming year, the Professional Development Division will continue its past services and programs and will be undertaking new initiatives in curriculum support for teachers, regional conference support, in-service education, educational leadership training, and bargaining for increased resources for local and school level professional development. We will increase our support for PSAs.

The staff and volunteer workers in professional development will continue to serve teachers and to help teachers improve teaching and learning. And they will continue to serve with understanding, skill, energy and commitment.

Dr. Michael Zlotnik
Director
Professional Development Division

STA Executive criticizes President's media comments

At its September 14, 1987 meeting, the Surrey Teachers' Association Executive Committee passed the following motion unanimously:

That the S.T.A. President be instructed to write a letter on behalf of the S.T.A. Executive to the BCTF President and the BCTF Newsletter and distributed on the Envoy, expressing our grave concern about the circumvention of democratic processes exercised in the recent cessation of the Instruction Only Campaign and other related issues.

The concern of our executive members arose out of comments President Elsie McMurphy made in a radio interview broadcast on September 14th. Her

statements during that interview were, at the very least, ambiguous. On the one hand, the president reported that the provincial Executive Committee would meet that night to review the instruction-only campaign. On the other hand, she spoke as if the decision to suspend the action had already taken place.

If the result of the president's unfortunate statements were merely a problem of democratic processes, our local Executive Committee would have been rightly concerned. But much more is at stake. Many of our members were confused as to what was going on throughout the early days of the previous week. They were worried about their colleagues in the two districts where letters were still on file. They wondered whether the action was still on, whether it had been suspended, and by whose authority. Several of our local members (none of whom hold executive positions) were particularly critical of President McMurphy's actions which they characterized as "pre-empting" the decision of the provincial executive. Other colleagues expressed the same concerns to me at our staff representative training session. A number of teachers — and I refer here again to rank and file members — called my attention to events in late August when the president commented publicly on the cessation of the instruction-only campaign prior to the Representative Assembly, and confusion ensued.

In addition, our Executive Committee believes that it was ill-advised to speak so definitively about the end of the instruction-only campaign without an equally definitive plan being articulated for continuing the defence of the teachers in the two districts. Just as in August, we believe the result of such a statement was confusion among many and weakening of the potential effect of the action.

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Vacancies

Applications to BCTF committees should be submitted on BCTF curriculum vitae forms. Most appointments are for three-year terms. For more information on any of these vacancies or curriculum vitae forms, please contact Jacquie Boyer at the BCTF office.

Committee on the Rights of Children

We are posting for a BCTF member to fill one vacancy on this committee. The committee's specific terms of reference are presently under review, however, it is advisory to the Executive Committee and monitors activities of the ministry, other related agencies and CTF which relate to children's rights.

Investigation Committee

There are six vacancies on this BCTF committee. Please review the policies relating to the committee's work on pages 85-86 of the *Members' Guide to the BCTF 1987/8*.

(Appointments to the above two committees are scheduled for the November 13-14 Executive Committee meeting. Deadline for applications is **November 10**.)

Professional Development Advisory Committee

Professional development coordinators are required in two zones: Metro and Fraser Valley. Applicants must be nominated by a local association within their zone. Deadline for applications is **November 18**.

Pension fund grows

As of June 30, 1987 the annual rate of return on the total teacher pension fund of \$2.1 billion was 10 per cent. After deducting for inflation the real return was 5.2 per cent.

The rate of return at June 30 on the securities purchased prior to January 1981 (\$526 million) was 9.4 per cent, on securities purchased since that time (\$1.37 billion) was 10.9 per cent and on the Inflation Adjustment Account (\$167 million) was 9.6 per cent.

Letters

From page 7

I want to stress that, like the president and the other members of the provincial Executive Committee, our executive were desirous of a speedy end to the action. Our criticisms relate to the way in which steps were taken to end it and the way in which information was circulated regarding those plans, rather than the decision which was eventually made.

I have always been proud of the democratic processes of our federation. Often, I have been in the minority in my association and at the federation level. Nevertheless, I believe in the processes. All of us have to vigilantly protect them. Quite simply, our Executive Committee thinks the president made a mistake in speaking as she did in that September 14 interview. This, despite the fact that we also wanted the speediest possible resolution to the dispute and an end to the instruction-only campaign.

I trust that these criticisms will be taken as they were meant: a contribution to what must always be a lively debate in the federation around the methods of making the critical decisions which we are forced to make. We hope that the expression of our point of view will be helpful for all of us in improving the processes of the federation in the future.

David Chudnovsky
President
Surrey Teachers' Association



BCTF President Elsie McMurphy addresses a recent conference of local presidents, called to brief them on the sign-up/certification campaign.

High dropout rates likely spark for Vander Zalm's "Passport" plan

Premier Bill Vander Zalm's announcement of a "Passport to Excellence" (also called "Passport for Education") may indicate a belated acknowledgement by the premier of severe problems in high school student retention rates and declining participation in post-secondary education in B.C.

Vander Zalm announced on September 30 that students in Grades 9-12 would be issued "Passports to Excellence" in which to paste stamps that would be issued to them for each grade in about the top 30 per cent. On graduation the stamps could be exchanged for tuition credits at a university or college. No further details of the plan have yet been divulged to the BCTF.

Mike Zlotnik, director of the BCTF's Professional Development Division notes that B.C. high school dropout rates have been increasing and that B.C. graduates have much less access to post-secondary education than their counterparts in other provinces.

There are many reasons, Zlotnik says, why B.C. students don't have a fair opportunity to finish high school and go on to college or university:

- Budget cuts that have increased class sizes, reduced support services and created shortages of textbooks and materials;
- An examination-ridden system that focuses on giving set answers to a limited range of academic questions;
- A narrowing of the curriculum;
- Sharp increases in post-secondary tuition fees;
- Fewer places in colleges and universities;
- The government's authoritarian approach to education.

Zlotnik says that although Vander Zalm's latest scheme indicates the premier may be aware of some of the problems in the education system, it still shows no sign that he understands those problems. Students from the interior find a higher education difficult to finance; students who most need help don't get it and a further "money for marks" system will only increase the existing gap between those who have already mastered the education system and those who are struggling within it.

Ideas wanted for CTF "Idea Book"

What are teachers and schools doing to increase the participation of female students in math, science and technology?

The Canadian Teachers' Federation is asking this question of teachers across the country and will compile the responses in an "idea book" to stimulate further developments in this area.

Three years ago, a Science Council of Canada study presented recommendations for improving science education in Canadian schools, arguing that basic science education is a prerequisite to becoming an informed citizen. The report drew attention to the lower participation rate of female students in science and technology, and recommended that "measures should be taken to ensure that girls have improved opportunities and greater encouragement to participate in science, technology and education."

Since the report was released, school boards and teachers have taken up the challenge and have been aided by innovative programs sponsored by universities, museums and community groups. With *The Idea Book: A Guide to Successful Programs for Improving Female Participation Success in Math, Science and Technology*, the CTF will present a compilation of project descriptions to encourage the networking of interested teachers and to stimulate new projects. If you know of a project which you feel should be included, contact either the BCTF professional development division or the CTF in Ottawa.

Primary teachers' conference set for Oct. 23 in Kelowna

The 1987 B.C. primary teachers' fall conference will be held in Kelowna on October 23-24 on the theme of "Horizons."

Dr. Hannah Polowy, assistant professor, department of educational psychology and special education, University of B.C., will be the keynote speaker. An internationally-recognized expert in early childhood education, a member of the new B.C. kindergarten curriculum committee, Dr. Polowy will provide a world-wide perspective on early childhood education.

Teachers' whereabouts sought

If anyone knows the current address for **Francine Dutil**, who last taught in the Victoria school district, and **Linda Fisher**, who last taught in the Kelowna school district, please contact the income security section, BCTF government division.

Early retirement plan eligibility rules set

Teachers are reminded that the early retirement plan announced in April, 1987 is applicable only to persons who meet the eligibility requirements by **June 30, 1989**.

To be eligible you must be an active teacher, be on leave of absence or on secondment at the time you apply for your pension. You must be 55 or older on or before June 30, 1989 and you must retire not later than June 30, 1989.

Persons who do not meet the foregoing and who wish to retire will retire under the normal provisions of the teachers' pension plan, i.e., formula pension from age 55 after 35 years of contributory service or from age 60 after 10 or more years of contributory service. Other persons who have 10 years but less than 35 years of contributory service and are age 55 to 60 are eligible for a reduced retirement pension.

"Administrative officers" urged to take out affiliate memberships

I would like to draw the attention of all my fellow principal and vice-principal teachers, shortly to assume the title of "administrative officers" (and I hate the sound of it already), to the new addition to BCTF by-law 1.6 which reads: "Persons appointed as principals or vice-principals in a school district shall be eligible, upon application and payment of fees...for affiliate Administrative Membership which shall entitle the member to participate in the Salary Indemnity Plan...and such other benefit plans as the Annual General Meeting may determine..."

It should be noted that while specific fees for this new category of non-voting membership are yet to be determined, the current fee for the similarly non-voting Associate Membership is \$25. The fee for participation in the S.I.P. will remain as specified in policy 10.B.20 (b) which is to be found on page 52 of the *Member's Guide*.

Also of importance is that application must be made by March 31, 1988.

I am extremely pleased and grateful that the Special General Meeting of 10 October, by the required majority of 75 per cent approved this by-law which will allow those principals and vice-principals who wish to retain a connection with the BCTF, which has been their

professional organization for as many years as they have been teaching in British Columbia, to do so.

My application is in. I hope many of my colleagues will join me.

Colin Scott
Principal teacher
Prince George

President "disappointed" by STA Exec's allegation

I am sorry that the Surrey Teachers' Association Executive Committee did not feel my remarks to the media were appropriate. The STA executive of course has a right to its opinion and to voice its criticism. I try to handle our many media contacts, and to reflect membership positions, to the best of my ability.

Given Surrey's experience with how the ending of its local instruction-only campaign was misinterpreted by some reporters as being an abandonment of support for the provincial campaign, I'm sure they can appreciate how confusion might arise.

Certainly no democratic processes were circumvented, and I am disappointed that the Surrey executive would make such an allegation.

Elsie McMurphy
President