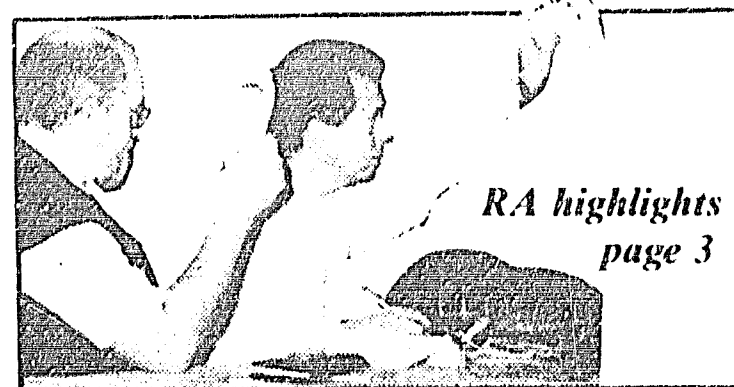


# BCTF Newsletter



VOLUME 27 NUMBER 6

BROADWAY PRINTERS LTD.

FEBRUARY 11, 1988

## McMurphy serves notice on gov't

# BCTF demands role in education decisions

President Elsie McMurphy has served notice on the government that the BCTF will insist on playing its rightful, responsible role in education decision-making now that the federation has been reestablished with a strong membership mandate.

Speaking to the Representative Assembly on January 29, she congratulated staff and teachers on the overwhelming success of the sign-up certification campaign in which 95 per cent of members signed back into the federation and all 75 locals voted to certify as unions within the BCTF.

"The mandate of the B.C. Teachers' Federation to represent and advance the interests of its members and their positions on educational matters has been legitimized in a fashion unprecedented across Canada," McMurphy declared.

"This mandate gives us strength and authority in our relationships with government, with school boards and with the College of Teachers. In our relationships with government, with the minister and his officials, we will insist on a rightful and responsible role for the federation and its nominees in discussions about educational policy and curriculum matters. It is clearly no longer appropriate for the practitioners of the profession to be excluded, consulted after the fact, or to experience representation 'end runs'."

She said she looked forward to "meeting with government to establish clear, authorized channels of communication and roles" to enable teacher representatives to have input into educational decision-making. The Professional Development division is working on some suggested processes for the Execu-

tive Committee to consider pursuing with government, she added.

McMurphy pointed out that the Executive Committee has already adopted in principle the goal of establishing:

- the reality and the perception of the BCTF as expressing teachers' goals, values and initiatives as educational leaders in British Columbia;
- the BCTF as the single voice and vehicle for representing teachers in curriculum development and evaluation policies;

- negotiations to extend the range and quality of representation of teachers in curriculum development.

Turning to other matters, the president explained that there were two reasons why the Executive Committee is recommending the federation take positions on the free trade deal and on the Meech Lake Accord.

"One is to demonstrate our commitment to fulfilling the direction given to us by the Special General Meeting: to represent *all* the interests of teachers;

to demonstrate our commitment to being a union that considers economic, social, and professional issues to be equally worthy of our attention and initiatives; to resist a move to 'business unionism'," she said. "The second is that these issues affect us and our students quite emphatically."

The proposed comprehensive free trade deal with the U.S. would mean the end of Canada's distinct society, she said.

"We would effectively lose our ability

See "Free" page 2

## Welcome to the new BCTF!



President Elsie McMurphy presents local association charter to South Cariboo local association representative Marilyn Wokatsch at the Representative Assembly. See adjacent story.

There is a new B.C. Teachers' Federation on the scene today — united and fully unionized.

The government's attempt to break the federation with its Bills 19 and 20 hammer has been a colossal failure.

Almost all — approximately 95 per cent — of our members have voluntarily signed back into the federation.

And now every one of our 75 locals has voted to certify as a union local of the BCTF.

Windermere, Kimberley and Golden voted 100 per cent in favour of union certification and in other locals across the province the "yes" vote averaged better than 90 per cent. All have now officially received their union certification from the Industrial Relations Council.

It's been a very successful campaign, BCTF President Elsie McMurphy told the winter Representative Assembly, noting that federation-backed candidates

See "Members" page 2

## Bargaining bottom line:

# New contracts must include gains

George North  
Director, Bargaining Division

What teachers have had, what they currently have, new initiatives, salary hikes and benefit improvements — those in a nutshell are what last month's BCTF Bargaining Conference delegates saw as the main thrust of 1988-89 teacher bargaining objectives. It was a position recommended by the BCTF Bargaining Committee, carefully considered by local presidents and bargaining chairpersons and endorsed by the Executive Committee.

More specifically, the recommendations proposed that the objective package include:

- items locals now have in contract, were contained in legislation, are in board policy and practice where their removal would worsen existing conditions (sick leave, union recognition, compulsory membership, teacher evaluation are cited as examples);
- new initiatives: class size, preparation time, duty-free lunch, secondary

workload, professional development funding, school staffing, release time for a range of positions, transfer, assignment, on-site union rights, bargaining unit exclusion might be included by many locals;

- increases in salaries and improvements in benefits.

The basic position is clearly that teachers will not give up any positive conditions under which they were employed, whether or not the items were actually in contract.

At the same time, with teachers having the right to bargain all terms and conditions of employment, there is a strong appetite to negotiate a broad range of issues. Some locals have achieved expanded scope items among those listed as examples but there is an overall lack of working conditions clauses.

Conference delegates focussed considerable attention on the salary issue, where B.C. teachers have suffered a substantial loss in real incomes over the past six years. While double digit figures were

discussed, an actual target number was not decided. It is likely that a recommendation will come out of this month's provincial training conference.

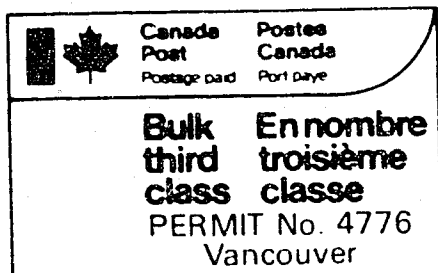
The factors supporting a large increase are compelling: hikes in the cost of living that have cut teacher purchasing power, real economic growth in the 2.5 per cent range, the widening gap between teacher salary levels in B.C. and other provinces, and the damage inflicted on salaries by wage controls and government cutbacks.

Local associations are being encouraged to bargain 12-month contracts, a position traditionally taken in teacher bargaining under the former School Act system of collective bargaining. With CSP wage controls, however, many contracts have not been settled until well after the expiry date. The new legislation does not stipulate specific timelines so talks may well continue over much longer periods than before.

Some locals and school boards are already talking about opening within the

See "Training" page 4

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





## Members give BCTF stronger mandate

From page 1

also swept all 15 elected seats on the council of the College of Teachers.

"So, whether it has been through votes conducted by the federation, the college electoral commission, or the IRC, whether it's been province-wide job action or motions adopted by the members," McMurphy said, "the mandate of the B.C. Teachers' Federation to represent and advance the interests of its members and their positions on educational matters has been legitimized in a fashion unprecedented across Canada."

This mandate gives the federation strength and authority in its relationships with government, school boards and the College of Teachers, she said. With government, the federation will "insist on a rightful and responsible role" in educational policy and curriculum matters, she said, and with school boards, "the strength of our votes to certify has given us an excellent foundation, a strong opening position, on which to base our upcoming negotiations."

The federation still has a long way to go, McMurphy said, adding, "but think how far we've come since April 2 and how successful we've been in reestablishing our vibrant, proud, energetic B.C. Teachers' Federation: the teachers' representative, a force for educational leadership."

## Free trade deal would end Canada

From page 1

to preserve and promote our unique national identity, linguistic duality, multicultural heritage, superior social programs, traditions of caring and sharing, and our very economic nationhood: the inevitable consequence of any deal that locked the Canadian economy to that of a country 10 times our size," McMurphy said. "In the interests of creating a 'level playing field' for business, governments at all levels would be required to cut back or abolish social services, unemployment insurance, labour standards, regional development grants and so on."

She particularly pointed to the difficulty of the smaller Canadian publishing industry being able to compete, with the probable result of Canadian materials being replaced in schools by cheaper American publications full of American images and information.

Speaking of the Meech Lake Accord, McMurphy said the most serious concern is that, if it is approved as drafted, it will make permanent a decentralizing shift in the balance of power from Parliament to the provinces.

Another vital concern, she said, is the danger that the accord will create powers or obligations which undermine or conflict with the basic rights and freedoms guaranteed under the Canadian Charter of Rights.

"By explicitly excluding some charter



Charlie Wyse, Cariboo-Chilcotin local association representative, asks a question from floor at RA.

provisions from the reach of the accord, it appears that the accord will also take precedence over all other rights and freedoms guaranteed by the charter — including guarantees of equality for women," said McMurphy. "It is open to speculation whether the courts will conclude that all rights and freedoms guaranteed in the charter have the same status as before the accord or whether they are, in effect, subordinated to the accord. Surely it is when governments find it politically expedient to limit or abuse fundamental rights and freedoms that individuals need them most. In British Columbia we are only too well aware of that."

A further concern, she said, is whether the accord will jeopardize the standards and effectiveness of Canada's national social programs — from unemployment insurance to block funding for medicare and post-secondary education. These programs, she noted, help ensure school children have adequate health and other necessities of life and that these standards are reasonably comparable across Canada.

"The accord provides now for provinces to opt out, to receive 'reasonable compensation' as long as the 'program or initiative' is 'compatible with the national objectives'," she said. "What does 'compatible' mean? If a province decides to distribute federal shared-cost funds for education in the form of vouchers to individual students, is this 'compatible' with national objectives?"

McMurphy pointed out that at its November meeting, the Canadian Teachers' Federation Board of Directors decided to seek amendments to the Meech Lake Accord to ensure that the basic rights of women and minorities and the rights of the territories to seek provincial status are protected. A brief urging amendments on these two specific matters has been submitted to the Senate Committee of the Whole on the Meech Lake Accord with a request for a hearing. (See story on RA decisions, page 3.)

## Executive Committee candidates nominated

The following members were nominated for Executive Committee positions as of January 31:

### For President:

Elsie McMurphy (Saenich)

### For First Vice-President:

Moir Mackenzie (Surrey)

Ken Novakowski (Langley)

### For Second Vice-President:

Richard Hoover (Burnaby)

Mike Lombardi (Coquitlam)

### For Members-at-Large:

David Chudnovsky (Surrey)

David Denyer (Cowichan)

John Eades (Terrace)

Jan Eastman (Delta)

Bill Fite (Fernie)

Andy Krawczyk (North Vancouver)

Cathy McGregor (Kamloops)

Alice McQuade (Delta)

Gary Robertson (Victoria)

Peter Northcott (Prince Rupert)

Bob Taverner (Prince George)

Jacque Worboys (VESTA)

Candidates' campaign statements, biographical information and photographs will appear in the next BCTF Newsletter.

Further nominations to the Executive Committee may be made prior to, and at the Annual General Meeting. Consult the Members' Guide for details.

## Members' views sought on budget

The Representative Assembly has adopted a process for involving the membership in developing and approving the 1988-89 budget.

The decision is a response to the potential deficit of more than \$1 million which looms for the coming budget year.

President Elsie McMurphy reminded the RA that the federation is still "a financially sound organization thanks to the foresight of previous generations of teachers," having capital assets and reserves adequate to support the federation in difficult times, but important decisions have to be taken to deal with the problem.

"The reduction of \$1.4 million in revenue because of the loss of administrative members," she said, "with an additional loss of membership revenue in the range

## Ex-Quebecers alerted to B.C.-Quebec pension deal

Former Quebec teachers who might benefit from the pension agreement between B.C. and Quebec are reminded that they must apply to the B.C. Superannuation Commission to come under the agreement. Applications must be received either by December 4, 1988 or the third anniversary of the teacher's first contribution to the B.C. teachers' pension plan, whichever date is later.

Former Quebec teachers are urged to contact the Superannuation Commission at 548 Michigan Street, Victoria, B.C., V8V 4R5 for full details.



Finance Committee chairperson Peter Dibski (right) and BCTF treasurer Derek Holden (centre, background) ponder question during RA budget discussion.

## Letters

### "Almost silent majority" rep backs R. Gillies

As a member of the "almost silent majority" I fully support R. Gillies' letter (BCTF Newsletter, December 17, 1987). I have one question, how do we get him/her into power with a like-minded executive?

Roger Behn  
Chase Secondary

ever, as I am aware that the executive members have differing "viewpoints" on how to best achieve a "united federation", I find the label, "left-wing leadership", to be ill-considered. It would be more constructive to debate with the executive than to off-handedly label it. Labels tend to stick like doo-doo to a diaper.

On membership involvement: There is always this element of frustration between association officers and committee members (who wonder why the members don't join committees, attend meetings and return communication); and "the membership" (who wonder how to get their message and ideas across to the officers). Personally, I don't know if this is the cause of the supposed apathy or indifference I hear so much about. Granted that members at times throughout their teaching careers, may choose to become involved to greater or lesser degrees in association business. But, this does not mean that they are necessarily uninformed or without opinion. The recent sign-up campaign and certification vote indicate a considerable degree of awareness of the pressing issues.

My final point is that if the federation is to speak for and be representative of teachers, then teachers should voluntarily become members. To modify a famous

quote by President Kennedy, "ask not what your federation can do for you, ask what you can do for your federation." Participate!

Denis Ottewell  
Moberly Elementary  
Vancouver

### Why no union vote for exchange in U.K.?

It was drawn to my attention in your recent Newsletter (December 17, 1987) that the majority of teachers in every local in B.C. had signed up with their locals and that a number (including Summerland, which, I hope, is still my local) had a 100 per cent membership drive.

As an exchange in England who has had to suffer through postal disruptions here as well as in Canada, this was a surprise to me. I don't recall having had the pleasure of voting for or against inclusion in the local. An exchange from Penticton, now teaching in Aldershot, told me that he, too, had not had an opportunity to sign up for his local.

Have we all been forgotten out here?  
F. Martens  
(Summerland School District)  
Chard, Somerset  
England

### Conference shows PSAs better off within BCTF

What are the benefits for teachers to belong to a PSA within the BCTF?

As a member of the B.C. English Teachers' Association (BCETA), I attended a conference last fall of English teacher presidents and representatives, sponsored by the National Council of Teachers of English in Missoula, Montana. Teachers from B.C., Montana, Idaho, Washington, Oregon, and Wyoming were present to get leadership training and to compare provincial/state professional associations.

The conference took place at a time when my energies as a local association president were going into spelling out the advantages of BCTF and local member-

ship. I was finding that benefits to do with economic and legal matters were easier for many colleagues to understand than the less tangible items in professional development. Perhaps my district is like others in the province in that Pro-D days bring us together visibly three times a year but our memberships in LSA's and in provincial associations are rather more private, ongoing matters. The workshop weekend in Montana put things into focus for me when I found myself realizing the advantages of belonging to a professional association within my bargaining/economic/"political" association as a single federation. All the other delegates had two organizations, one professional, the other union. My impression was that the distances between the two were wide.

I apologize if this sounds like a Reader's Digest true experience. I don't mean to sound evangelical, but I confess to feeling a bit smug. Discussions with those at the conference, all teachers of English in the Pacific Northwest, produced these comparisons:

- BCETA as part of BCTF:
  - gets BCTF basic grant for each PSA, plus access to special grants for innovative projects;
  - gets access to all public school teachers eligible for BCETA membership;
  - gets mailing services;
  - gets accounting procedures, fees collection;
  - gets access to other specialist groups through PSA council;
  - gets services in printing, graphics, publishing, advertising;
  - gets backup support for issues directed to Ministry of Education;
  - Pacific northwest specialist groups:
    - must solicit and maintain membership lists on their own;
    - may get grants, but do not seem to have formal affiliation with larger teachers' groups in the state;
    - suggestions of antipathy between "professional" and "union", i.e. "business" interests.

It made it easier to reflect on the value of having a parent organization as committed to professional development as it is to economic welfare. When my PSA

Continued on page 4

## Cariboo teachers plan 50th birthday party

Fifty years ago on November 12, 1937, a handful of teachers met in the Lakeview Hotel in Williams Lake and formed the first Cariboo area teachers' association.

To mark the local's first half-century, CCTA teachers are holding a special Anniversary Meeting in the gymnasium of Marie Sharpe Elementary School in Williams Lake at 7:00 pm on February 16.

Coincidentally, the local teachers' association will be presented with its charter as a newly-formed certified local of the BCTF. BCTF President Elsie McMurphy and Executive Committee member Ken Novakowski have been invited to attend and to present the Cariboo-Chilcotin Teachers' Association with its new charter.

Pioneer and past teachers are being invited to mark the anniversary, including Don Sale, Hazel Huckvale, Martin Hamm, and Gary Roth. Also specially invited are the association's Honorary Life members including Sue Grainger, Vic Montaldi, Dave Shore, June Striegler, Tony Gubbles, Syd Poulton and Allistair Fraser.

At the business meeting to be held in the gym between 6:00 and 7:00 pm, CCTA members will elect delegates to the BCTF Annual General Meeting. The anniversary celebration, including wine and cheese, will follow.

## Arts award honours elementary schools

A "Celebration of the Arts Award" has been established to recognize the efforts of B.C. elementary schools in promoting the visual, performing and literary arts.

The award, sponsored by the B.C. Arts in Education Council and supported by the Koerner Foundation, is intended to stimulate a greater awareness of the importance of the arts to education.

Nominations, which must be received by March 30, may be submitted by teachers, members of the public or community groups. Mail nominations to: Celebration of the Arts Award, B.C. Arts in Education Council, c/o 837 Davie Street, Vancouver, B.C. V6Z 1B7.

## Representative Assembly highlights

The following are among the highlight decisions taken by the January 29-30 Representative Assembly.

### Teaching conditions

Following considerable discussion of the current professional role of teachers, focussing particularly on teaching load and class size, the RA voted to "support in principle the establishment of a task force on teaching conditions and professional practices and advise the Executive Committee:

- to recommend the establishment of the task force to the AGM;
- to increase the membership of the proposed task force to nine and advertise at large for applicants;
- to propose a budget and timelines for the task force to the May RA for inclusion in the 1988-89 budget setting process."

### Privatization

Expressing concern about the

impact on education, particularly of a much-mooted voucher system, the RA agreed that:

- the BCTF is opposed to any form of privatization of the public school system;
- privatization be a priority concern of the BCTF by:

- (1) examining the implications of privatization for teachers and the public school system assigning committee responsibilities;
- (2) allocating sufficient funds and resources to document present and potential effects of privatization;
- (3) initiating joint activities with all sectors of the community, including the labour movement.

### Administrators' claim

Without dissent, the RA voted to:
 

- endorse the Executive Committee position that the B.C. Principals' and Vice-Principals' Association is not entitled to a portion of federation,

Salary Indemnity Plan or BCTF Assistance Society assets;

- deny the request of the BCPVPA that it be provided with 80 per cent of the fees paid by B.C. principals and vice-principals for the period September to December 1987 (\$429,140).

### Free trade deal

The RA agreed to endorse the Executive Committee's position in opposition to the Canada/U.S. Free Trade Agreement.

### Meech Lake Accord

The RA voted to endorse amendments to the Meech Lake Accord regarding territorial and women's rights.

### Grape boycott

And finally the Rep Assembly agreed that the BCTF should encourage its members to support the boycott of California grapes as sponsored by the United Farm Workers and endorsed by the CTF.

## Appeal court rulings indicate:

## Teaching beyond 65 may be possible

Three recent B.C. Court of Appeal rulings appear to open the way for teachers to continue teaching beyond age 65 if they notify boards of their desire to do so.

The cases involved retirement requirements of the University of B.C., Vancouver General Hospital and Douglas College.

In the case against UBC, the court not only said that the university's mandatory retirement requirement for faculty was discriminatory under the Charter of Rights, but so is the B.C. Human Rights Act when it provides non-discriminatory

employment protection for those between the ages of 45 and 65. Also labelled discriminatory under the charter was a Vancouver General Hospital regulation terminating admitting privileges of doctors at age 65. In both cases, the court was not convinced that the reasons for maintaining these provisions were fair and not arbitrary. Under section 1 of the charter, if it can be shown that a discriminatory practise is fair and reasonable, it can be allowed to continue.

These two rulings, together with another concerning Douglas College faculty, deal with provisions established by

"branches" of the provincial government and not with legislation stipulating mandatory retirement, such as applies to teachers.

The School Act requirement was to be challenged in court by Burnaby teacher Irene Lewis, but it appears now that the court ruling makes the School Act provisions equally invalid. Teachers who wish to teach beyond age 65 should notify their school boards of their intentions. Such notice would indicate the teacher is ready, willing and able to work and looks forward to confirmation of his/her assignment for September 1988.

FEBRUARY 11, 1988/3

# BCTF Newsletter

British Columbia Teachers' Federation  
2235 Burrard Street, Vancouver, B.C. V6J 3H9 (604) 731-8121

## 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.

## BCTF Newsletter Editorial Advisory Board

Lynne Hampson  
David Handelman  
Vincent-Jean Petho

Member: EDPRESS

UTFE

ISSN 0709-9800





At Bargaining Conference, Barbara Young, executive assistant, Federation of Women Teachers' Association of Ontario, spoke of the strike action which won prep time for Toronto elementary teachers.

## Training session aims at increasing women bargainers

From page 1

next few weeks but the advice from the Executive Committee is not to rush to the table, certainly not until objectives have been fully discussed and ratified, membership education programs have been conducted, communication structures established and case material prepared. The BCTF-sponsored February 20-24 training session will provide bargainers with materials, training and other assistance. Locals will be sending a bargaining representative paid by the BCTF, and have the right to send a second person at their own expense. Ten of the second delegates are women chosen from 38 applicants who will be funded by the federation.

The federation will provide additional assistance to locals where special needs exist and will be working toward improved coordination and information sharing between locals and the federation. Collective bargaining materials are being provided on diskette and efforts are being made to expand the coverage and content of the Envoy system.

## Budget pitches urge more for children

Teacher locals around the province are making presentations to school boards outlining their views of district educational needs based on membership surveys. The focus is on improved services for children at the same time noting that teachers are the main providers of the service and that their numbers and income should be considered. School board budgets must be submitted to the government by March 15.

## Pensioners get raise

A 4.5 per cent inflation increase in pensions was granted to eligible retired teachers as of January 1, 1988. This represents the amount of increase in the Canadian Consumer Price Index from September 1986 to September 1987.

## Vacancies

### Bargaining Committee: Peace River

The deadline for applications for the bargaining co-ordinator in the Peace River zone has been extended to **March 18**, with appointment scheduled for the April 15-16 Executive Committee meeting. Applicants must be nominated by a local within the zone. For more information or curriculum vitae forms, please contact Jacquie Boyer at the BCTF office.

# Health officer backs AIDS policy

**Dr. John Blatherwick**  
*Vancouver Medical Health Officer*  
No policy on Acquired Immune Deficiency Syndrome (AIDS) can be implemented without a thorough knowledge of what AIDS is and what it is not. People have read and heard so much about AIDS being a plague that it is hard now to replace this image with the true facts:

- AIDS is hard to get;
- AIDS is preventable;
- AIDS is not casually transmitted;

The facts are that the United States has over seven years of the most detailed data on any disease and 46,000 cases of AIDS from which to draw conclusions. Canada also has seven years of data, but only 1,500 cases and British Columbia just over 300 cases as 1988 begins. Nine major epidemiological studies show:

- intravenous drug abusers who share needles are a high risk group;
- anal intercourse is an effective means of transmitting the virus.

Both of these methods of transmission may be modified by behaviour changes.

Intravenous drug users can avoid sharing syringes or can clean their syringes; condoms can be used for anal intercourse.

Other means of transmission do occur, but we now know that Haitians contracted the disease the same way others did; that screening of blood and blood donors can protect the blood supply; that proper heat treatment of blood products can protect their recipients; that mothers positive for the HIV virus should not have children, and that while the virus can be spread male to female and vice-versa, that can be prevented as well.

In British Columbia, there have been no children born with AIDS. In western Canada, there have been two children born with AIDS and both unfortunately died before reaching school age. In the teenage population, we have had one teenager we know who developed AIDS while of school age, but he was not attending school. The only children who were at high risk were those with hemophilia, but new infections in this group have been stopped. Children in British Columbia are not a high risk group.

Teachers, particularly male teachers, will have the same risk factors as the general public. Those risk factors are not present in normal school activities.

Public health officials until the middle of 1987 had to say, "There is no evidence." Today we can say that there are many well-conducted studies that show no transmission from tears, saliva (bites), kissing, hugging or living with a person with AIDS.

In everything we have done in Canada in the past with communicable disease, confidentiality has been part of the plan to handle it. We have overcome polio, syphilis and tuberculosis, all at one time incurable and all casually transmitted. AIDS is not casually transmitted.

Therefore, the proposed policy on AIDS in the school system is based on solid epidemiological data, is based on Canadian human rights standards, and is based on clear evidence that there is no casual transmission of AIDS.

## Letters

From page 2

writes a brief on class size, for instance, or prep and marking time, it makes whole sense — one's professional well-being is melded with one's working conditions so that what is a single issue is developed on all angles.

BCETA president David Fisher and I, accustomed to feeling beleaguered in the B.C. educational environment, began to feel rather good about being B.C. English teachers. Our energies within our PSA have the direct support in a sense of all BCTF members. We seem to be without several burdensome tasks that our American colleagues have to deal with routinely — membership lists and basic dollars. Perhaps more important, we have staff resources on Burrard Street and a wider range of collegial support throughout the province.

At provincial meetings in the months to come, decisions will be made affecting the future of BCTF programs. With the strength of renewed membership around the province, I suspect I will continue to feel complacent about the benefits of belonging to a PSA within rather than without.

**Judith Turner**  
President  
Cowichan District  
Teachers' Association

## Count me out, BCTF, says this teacher

In the BCTF Newsletter of December 17, 1987, you listed Shuswap as one of the locals with 100 per cent sign-up for membership. This is not true for I have not joined.\*

I have not joined because, over the many years during which I have been a member, choices have been made which frequently did not reflect my values. These choices include pro-abortion, political bias, striking, support of so-called "peace" movements, opposition to free trade and privatization, and financial backing of teachers facing criminal charges.

I realize that many teachers found it necessary to join because of the BCTF Salary Indemnity Fund into which we have paid for some years. Although, by not joining, I risk the loss of this benefit, for conscience sake, I must take the risk.

**Joyce R. Hearn**  
Hillcrest Elementary  
Salmon Arm

\* According to the local association, Joyce Hearn was on medical leave during the sign-up period. - Ed.

## AIDS policy proposed to AGM

The Executive Committee is recommending to the AGM a comprehensive policy on AIDS aimed at increasing understanding of the disease and contributing to prevention of its spread.

The executive is proposing the policy in the belief, as the supporting statement noted, that: "In the absence of a vaccine or a cure, education about and prevention of the spread of the virus that causes AIDS are society's strongest weapons — both against the disease and against AIDS panic. Schools can help by following well-reasoned policies, based on sound medical evidence, for students and teachers with AIDS, and by educating people about what the disease is — and what it is not."

As further background, AGM delegates will also receive a paper on AIDS prepared by Vancouver Medical Health Officer Dr. John Blatherwick. (See story above.)

Key AIDS policy recommendations are that:

- Students infected with AIDS virus should have the right to attend regular classes;
- The identity of a student infected with AIDS should be protected;
- Where the physical condition or behaviour of a student infected with AIDS poses a health risk, alternative instruction should be provided;
- The identity of a teacher infected with AIDS should be protected;
- Teachers infected with AIDS should have the right to continue their employment;
- Where a teacher with an AIDS-related illness becomes too sick to work, full access to sick leave, long-term disability and medical benefits should be ensured;
- Information on AIDS should be provided as part of the compulsory curriculum.

## Project Overseas II — 1988-89 Sponsored jointly by the Canadian Teachers' Federation and its member organizations

Canadian teachers are required for Project Overseas II which operates in Africa and Asia anytime from September to June. The duration of the projects is between four and 16 weeks. Their assistance is given to improve teaching skills and strengthen professional teacher organizations.

In 1988-89, CTF will require Canadian teachers with expertise in the areas of School Administration, Industrial Arts (Secondary), Primary Methods, English, Mathematics and Science (Primary and Secondary).

Administrative, travel and living expenses are borne by the Canadian Teachers' Federation, the provincial and territorial teacher organizations which are Members of CTF and the Canadian International Development Agency. No salaries or honoraria are paid.

### REQUIREMENTS

- membership in a provincial or territorial organization which is a member of CTF;
- an appropriate teachers' certificate;
- a minimum of five years teaching experience in Canada;
- Canadian citizenship;
- excellent health;
- evidence of flexibility and mature judgement.

### APPLICATIONS

Deadline date for applications: **April 15, 1988**

Further information and application forms are available from: **Leona Dolan, Government Division, BCTF.**