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Deadline
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BRITISH COLUMBIA TEACHERS' FEDERATION

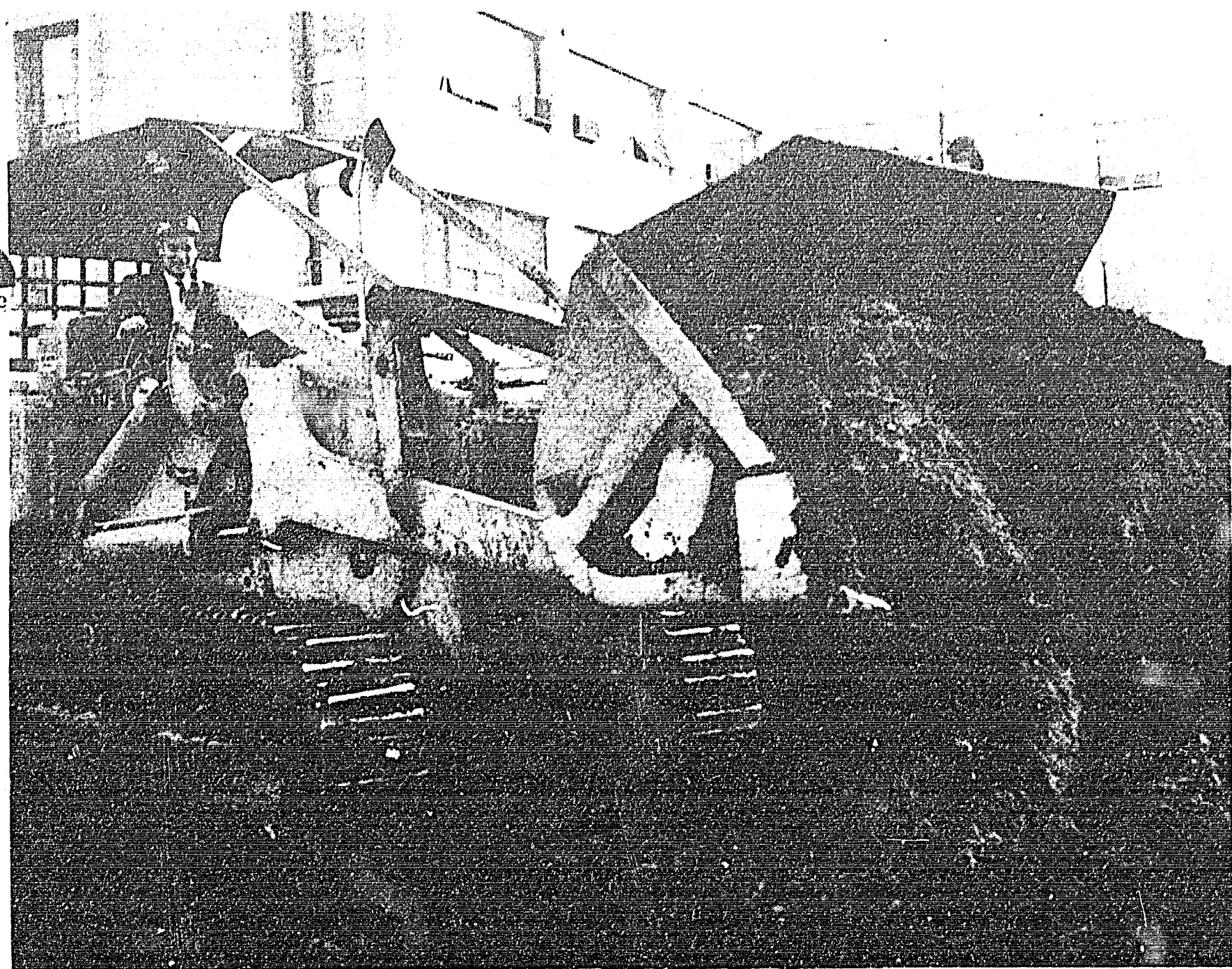
NEWSLETTER

Our Major Aim
Excellence
of Instruction

OCTOBER 1966

VANCOUVER, B.C.

VOL. 6, No. 2



BCTF president Harley Robertson got behind the controls of a bulldozer to mark the turning of the first sod for the new addition to the Federation's headquarters. Building is expected to be completed within a year. (See Page 3.)

'Best ever'

Conference gets rave reviews

The Prince George conference got rave reviews from those who attended.

Conference director Ken Aitchison said evaluation forms, with very few exceptions, were high in their praise of the conference.

For example:

General evaluation of the conference (57 reporting): very good to excellent, 50; good, 6; fair, 1.

General sessions (62 reporting): very good to excellent, 29; good, 31; fair, 1; poor, 1.

Discussion sessions (60 reporting): very good to excellent, 21; good, 31; fair, 6; poor, 2.

Leisure arrangements (58 reporting) very good to excellent, 20; good, 24; fair, 12; poor, 2.

Prince George as conference site (61 reporting): very good to excellent, 13; good, 34; fair, 9; poor, 5.

Generally in favor of the conference, the content and the site far exceeded those who didn't like it.

'This is the biggest conference that we have had to date and I believe it was the most successful,' Aitchison said.

Lesson Aids Rushed

The Lesson Aids service is so busy that orders cannot be filled as rapidly as usual. Normally, orders are shipped the same day they are received, but the service has been so rushed in the past two weeks that delays of several days have been the rule.

The service asks teachers to bear with it until the annual fall rush is over.

\$500,000 ADDITION

Building grows with Federation

The Federation has started construction of a new building to ease its growing pains.

President Harley Robertson got behind the controls of a bulldozer to turn the first sod for a \$500,000 addition to the Federation's headquarters building at 1815 West Seventh Avenue.

The addition is necessary, he said, because the 16,600-member federation is growing at the rate of six percent a year.

'The Federation has experienced a 50 percent increase in the volume of services it renders to its members since the present building was completed eight years ago,' he said.

The new 18,000-square foot building, which will be of concrete and brick construction, will include an auditorium to seat up to 300 people, executive and clerical offices, committee rooms and offices for the Teachers' Co-operative Association.

'The Federation is experiencing a demand for many services, particularly in the field of curriculum, in-service training and teacher work load,' Robertson said.

'This expansion program will just about double our existing facilities and should cover our expansion needs for the next five to 10 years.'

RUSSIAN VISIT

The educators are coming

BCTF President Harley Robertson and Bill Allester, Director of Professional Development, will examine Russian education this month.

They will go on a 19-day educators' study mission to the USSR, led by Dean Neville Scarfe of UBC.

The mission will visit Moscow, Leningrad and Kiev, allowing six days for each city, with one day unscheduled.

In Moscow members of the mission will have a conference with V. P. Elutin, minister of higher and secondary education and director of education for Moscow.

Included on the Moscow tour will be a specialized secondary school of experimental education under the direction of the Institute of Pedagogical Sciences.



BILL ALLESTER

'Go after big salary increases'

Recommendations to local teachers

THE BCTF Agreements Committee has recommended that local associations seek salary and fringe benefit increases greater than those achieved in recent years.

The recommendation was made after a thorough study of all facts of the economic situation.

'Teachers have a right to a manageable task and a just economic return for their endeavors,' Doug Campbell, biology teacher at Vernon Senior Secondary School and chairman of the Agreements Committee, said in an interview.

Rising prices, substantial increases for other employees and a continuing shortage of qualified teachers make the salary case this year most compelling, Campbell added.

Campbell said that teachers are fed up with poor working conditions and predicted that, as a result, they would be more tenacious at the bargaining table this fall.

The salary for any position, he added, cannot be established in isolation, without reference to the terms and conditions of employment for the position.

Adverse conditions include large classes in elementary schools, increasingly heavy teaching loads in secondary schools, inadequate physical facilities, poor sick leave provisions and a pension plan 'which is rapidly becoming the poorest for teachers in Canada.'

Campbell charged that, although the public is placing more and more emphasis on education, its concern has not been reflected in the monetary recognition given to teachers.

'Salaries are not commensurate with the training and responsibility required of teachers. It is

no surprise, therefore, that we cannot attract an adequate number of people to the profession.'

Salary negotiations between teacher associations and school boards are now under way. If no settlement is reached by November 14 the dispute is taken to arbitration, with the arbitration board's finding binding on both sides. The arbitration board finding must be handed down by December 31.

Burnaby bargains on its own

The Burnaby School Board has decided to stay away from zonal bargaining this year.

Last year the Board stuck to a salary scale set by the Metropolitan Branch of the B.C. School Trustees Association, in spite of repeated protests from the Burnaby teachers. The teachers were so incensed by the Board's tactics that they finally demanded that the trustees resign.

At a June 1966 meeting the Board agreed to continue its membership in the metro committee, but to refrain from any type of metro bargaining this year.

BOARD TIED

The June 23 issue of the Burnaby Columbian, reporting that Board meeting, quotes the chairman of the Board as saying, 'You know very well we tied ourselves to a figure suggested by the metro committee.'

'We agreed to stick to it during negotiations and we couldn't maneuver locally. We could not deviate from that offer without going back to the metro committee for approval.'

'Burnaby was not bargaining in good faith when it sat down across the table from those teachers last year. I felt it was a farce.'

Commenting on the Board's decision, BCTF President Harley Robertson said, 'Burnaby's trustees and teachers should both be commended. The Board has recognized that it cannot transfer to another agency its responsibilities for the welfare of its employees.'

'The teachers have shown that they will not submit meekly to a violation of their right to collective bargaining. The rights and responsibilities of both employer and employee must be safeguarded; we cannot let them be undermined by the actions of either party.'

The mission will also see Special School Number 5 which teaches in English throughout its curriculum, from Grade 1 to 7.

The Canadian visitors will also meet with top educational officials and visit schools of special interest in the other two Russian cities.

Mr. Robertson said the mission is designed to expose Canadian educators to some of the new approaches, methods and experiments in education conducted in the Soviet Union.

'I am looking forward very much to the trip and I hope that some of the observations that I make and the information I collect may be of value to the B.C. school system,' he said.

British Columbia Teachers' Federation NEWSLETTER

Editor, K. M. AITCHISON

Editorial Offices

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Put up or shut up?

Teachers everywhere are applauding the action of the Vancouver School Board in dispensing with formal final examinations and in actively encouraging teachers, rather than merely permitting them, to modify courses and teaching methods.

Again we have occasion to congratulate the Vancouver Board and its Superintendent, Dr. R. F. Sharp, not only for making the decision but for consulting with its teachers before making it. The city's forward-looking school system has led the way once more.

The action of the Board should enable its teachers to do a better job of preparing today's young people for the world they will have to control, a task vastly different from that faced by teachers in the past.

The primary aim of education today must be to develop in each individual the capacity to learn continuously and independently. The teacher's traditional role as an imparter of factual knowledge has become largely obsolete, for today's facts may well be irrelevant to tomorrow's problems.

The new role of the teacher is to create an environment in which students may learn — a truly professional task if there ever was one. The change in Vancouver is not, of course, a complete answer to the new challenge faced by teachers, but it is a very important first step.

The decision of the Board places the responsibility for what goes on in the classroom squarely on the shoulders of the teacher. In effect, the Board has told teachers that it's time to put up or shut up regarding teaching as a professional task.

Teachers gladly accept the challenge.

1967 salaries

The next few months will, as usual, be rent with agonized cries that teachers are again seeking major salary increases.

The BCTF Executive Committee has endorsed recommendations from the summer Economic Seminar that local associations seek substantial salary improvements and that the level of settlement should be expected to be higher than that of any recent year.

Although boundless optimism accompanied all government releases during the recent election campaign, teachers can now expect pious pleas that educators take the lead and cut back their legitimate salary demands to curb the inflationary spiral.

Our attitude is that if teachers are so important to the public good — and we agree they are — they should be paid accordingly, instead of being victimized by their importance. As only 2% of the employed people in B.C., teachers (with salaries established in the last resort by arbitration) cannot reverse the inexorable trends of the free enterprise system.

Average trade union increases of 10 cents an hour in 1964 advanced to 15 cents an hour in 1965. In 1966 the major settlements have been in the 20 cents an hour range. University faculty salaries have been increased by 10%.

Teachers are well aware that prices are spiraling and that corporation profits have increased by 12%. They are also aware that no sacrificial gesture by teachers is going to change what has already happened.

B.C. has the largest elementary school classes in the nation and a shortage of secondary teachers which will continue for many years into the future. Obviously, therefore, the proponents of restraint are out of touch with reality.

If teachers are so well off that they should forgo improvements, we ask the critics to join us in our utopian employment. After an investment of five years of university they will need only a further 12 to 14 years of teaching before they achieve the wage level of the carpenter, the longshoreman, or the electrician.

In nine years out of the past 25, average wages and salaries in British Columbia have increased by more than 7%. The most recent figures for 1966 show an 8% increase over the corresponding period in 1965.

Despite suggestions to the contrary, salaries and benefits available to teachers are still inadequate to attract and retain a qualified teaching force.

Until they are, any talk of denying to teachers the salary increases being awarded to other segments of the community is not only foolish, but downright harmful to education.



'Why can't my youngsters have more personal attention in this class?'

Letter to the editor

Sir:

Individual teachers used to argue with pride that they were perfectly capable of keeping up to date in their subject field without help from anyone else, thank you. With many types of information building up so rapidly that only electronic processing can provide efficient retrieval, it is getting harder all the time to maintain the facade of combatting one's obsolescence in independent and dedicated fashion in the privacy of one's study. If the changes in the next 35 years do indeed exceed the changes of the last 450, I personally want help in trying to keep abreast in my subject field — whatever it happens to be this year!

Fortunately, for a dollar or two or three, I can not only get this help, but I can also force the minority group who don't admit

to the responsibility of the BCTF to provide it, to subsidize me while I get it.

In other words, I join a PSA. In fact, this year I am joining four of them. Vicariously, I admit. For what I can get out of them, I admit. After all, I'm busy.

Sure they have a problem retaining members — the last newsletter quoted me correctly as saying, 'But I'm hooked. I can't find anywhere a more effective means of finding out what is happening or what is likely to happen in my field in this province. And after meeting with 20 representatives of the 22 PSAs for a full week this past summer, I am convinced that anyone who does not take advantage of the opportunity to join a PSA is shortchanging himself.

R. M. BUZZA,
First Vice-President.

Good riddance exams!

By KAY ELLIOTT

Miss Elliott is a counsellor at Gladstone Secondary School in Vancouver.

The Vancouver school system has taken the lead in doing away with formal examinations. Undoubtedly other school systems will follow that lead.

At last the 'powers that be' are saying what most teachers have known for years but have said either timidly or not at all — that formal examinations cannot measure the unfolding and growth of a human being. So we are finally going to abandon these examinations!



Why were we not vociferous enough about this change years ago? In the jungle of jargon we have crouched, uninitiated, afraid to voice our lowly opinions in the face of the 'tests and measurements' research; afraid to use our simple phrases amid the welter of pseudo-scientific sentence structure. We should be ashamed. We knew, but failed to say so in plain terms.

One characteristic of truth is that its hearers say, 'Yes, I have always known this!' This is our honest reaction now that we have been given one of the rights of professional people — to use our own brains in valuating our students.

There are other things we know as surely as we know this. We know that smaller classes are very important to us. We all know that it is quite possible for a good teacher to run an orderly classroom of 40, 50, 60 or more students. We all know that it is not a difficult thing to lecture to a hundred or more.

But which of us does not know the intangible impact of a large number of students both on the

(Continued page 3—see 'Exams')

Ungraded school 'a dream'

'The ungraded elementary school is exciting and an educational dream,' says Miss Jean I. Wheatley, consultant to the Curriculum seminar which met for four days during the Summer Conference at Prince George.

Miss Wheatley, Language Arts and Primary Consultant in Forest Hill School District, Ontario, told the 15 participants in the seminar of the careful teacher planning which had preceded the introduction of continuous progress in Forest Hill's three elementary schools. The plan must evolve from the teachers and there must be time for the teachers to identify the sequence of skills of learning before implementation,' stated Miss Wheatley. She added that parents must be involved so that they fully understand the plan.

ANNUAL INSTALMENT

In stressing the need for careful planning and understanding, Miss Wheatley recommended that continuous progress should be introduced on an annual instalment basis as children begin school.

Participants noted that the continuous progress plan of instruction is an administrative device for putting into practice a democratic philosophy that emphasizes the value of each child. Recognizing that learning is natural and continuous provides a means to challenge each child to the maximum of his ability.

It rejects the 'storage bin' concept of education, stated Mrs. I. A. Cull, chairman of the seminar. She added, 'It rejects the proposition that a group of children of approximately the same chronological age would be expected to cover the same amount of the same material to the same degree of abstraction in the same amount of time.'

INCREASES FLEXIBILITY

Participants noted that a continuous progress plan increases flexibility in groupings. 'Children can be transferred from group to group or from class to class at any time,' Miss Wheatley advised. 'There is no longer a magic or heartless June 30. It avoids the cruel artificial practice of failing a pupil.'

Teachers in the seminar noted the need for additional teaching materials. 'The provision of a prescribed textbook is an anachronism in a revolutionary age of new educational technological aids,' said J. S. Church, BCTF staff.

The Curriculum Directors plan a number of follow-up studies to the summer seminar. In the meantime the Directors have prepared a monograph, Continuous Progress: A Collection of Articles and a Selective Annotated Bibliography on the Themes of Non-graded School Organizations and Continuous Pupil Learning. The Directors believe that any group of teachers interested in the possibilities of continuous progress should study the theory and practices of the plan first. The monograph should be helpful. Copies may be obtained from the BCTF office.

Participants in the seminar left Prince George excited by the possibility that continuous progress could restore the thrill of learning. 'Pupils will no longer be threatened by failure,' commented Mrs. Cull. 'There will be joy for the teacher, too,' she added. 'The teacher will be required to practise his profession and to make many more decisions.'

TEACHERS SHOULD TAKE STAND

'Do not teach over-sized classes'

'The problem of large classes will probably remain until teachers take a stand,' says Des Grady, BCTF Director of Economic Welfare.

In an address at the BCTF Summer Conference Grady outlined the difficulties in securing improvements in class sizes.

Teachers are not opposed to experiments in team teaching and large group instruction, said Grady, but they do oppose the crowding of elementary school pupils in large classes for all of the teaching program.

He suggested to local and provincial BCTF officers that teachers should take the stand that as of September 1, 1967 no teacher in B.C. elementary schools teach a regular class enrolling more than 40, 41 or 42 pupils. The actual limit could be established after a study of the current year's class size data.

In 1965-66 there were more than 500 classes of more than 40 pupils in B.C. elementary schools.

MUST TAKE STAND
Undoubtedly, Grady added,

there would be people who would accuse teachers of taking an unprofessional attitude in such a stand. 'It is very likely that the teacher is more unprofessional when he continues to accept an impossible task without making a stand,' he said.

Surveys also show that av-

erage class size in secondary schools in B.C. is above the national average.

IMPROVED LEARNING

Grady said there is a large body of research evidence which backs up the theory that smaller classes make for an improved learning situation.

A study published by the Teachers' College, Columbia, showed that a good teacher in a small class was able to produce better results than a good teacher in a large class.

The study also concluded that small classes lead to more inventiveness and a greater adaptability in the teaching situation.

An Alberta study showed that school systems with small classes had fewer failures, more honors students and showed a better level of achievement than systems with large classes.

A study in San Diego showed that smaller classes had definite advantages in the teaching of arithmetic concepts and word discrimination and reading.

Asked Grady: 'How many

school beginners this year will be launched on a school career plagued with frustration and fear because they could not command enough of the teacher's time?'

SYSTEM FAILS

'How many teachers will be forced to write failing comments on the child's report when those failing comments should be assigned to the system which prevents the teacher from knowing and teaching the individual child?'

Grady said that in advocating that teachers refuse to teach more than a specified number of students, teachers would not be lightheartedly seeking conflicts with school board or government.

'In our efforts we hope for the co-operation and support of the public and of the employing authorities,' he said, stressing that parents must be made fully aware of the effects that large classes are having on the education of their children.

The full text of Grady's address will be published in the September-October issue of The B.C. Teacher.

Valerie Hunter Charlesworth Award Winner

Miss Valerie Jean Hunter, of North Surrey, has won the Charlesworth Memorial Scholarship of \$500.

Last year Valerie's sister, Nina, won the award.

The scholarship is awarded annually to the son or daughter of any active, retired or deceased BCTF member, to honor the memory of the Federation's first General Secretary, Harry Charlesworth.

Miss Hunter's father is vice-principal of Princess Margaret Senior Secondary School in Surrey.

Miss Hunter graduated from Queen Elizabeth Senior Secondary School this year with straight A standing, and was active in athletics and other student activities. She earned a 92.5% average on her governmental exams.

EXCHANGE TEACHING

Teachers interested in exchange teaching positions for next year may get information from H. M. Evans, Registrar, Department of Education. Application forms must be returned by November 30.

This year's edition of the Policies and Procedures booklet cost 55 cents a copy.

MAJOR CHANGE

Exams de-emphasized in Vancouver report cards

Vancouver elementary schools this year will have a new report card. In format the card is very similar to the provincial cards, but the method of evaluating pupils' progress marks a major educational change that should have a profound effect on teaching.

Dr. R. F. Sharp, Superintendent of Vancouver schools, states, 'The new assessment is to represent the professional judgment of the teacher and the principal as to the pupil's achievement in relation to the level of achievement expected for the grade.'

Henceforth, achievement will be based on the pupil's day to day work as well as on tests examinations.

designed, the same guiding principles are to be followed.

Dr. Sharp in his memorandum to teachers and principals recognized that the de-emphasis on 'final' examinations will give teachers and principals more freedom to modify instruction. He stated he is confident that this will prove to be one of the major changes in the history of the Vancouver school system.

TEACHER OPINION SOUGHT

The change was the outcome of work by a board sub-committee that studied report cards and evaluation procedures. The committee obtained opinions of the administrators, elementary and secondary teachers through their professional associations.

'Success of this new evaluation procedure,' according to Dr. Sharp, 'and of the freedom it brings to teachers and principals, will depend on their willingness to accept responsibility and on their competency.'

The change in Vancouver, BCTF President Harley Robertson noted, is in accord with sentiment expressed by the BCTF, the Canadian Teachers' Federation and the National Education Association in the U.S.A.

Dr. S. A. Miller, Director of Research and Special Services for the Vancouver school system, summed up the changes this way: 'The purpose is to emancipate the teachers so that those with originality and enthusiasm will have the opportunity to enrich the education of their students.'

\$50 prize for best essay, verse

The B.C.-Yukon division of the Canadian Cancer Society is offering a \$50 prize to the Grade 6 or 7 student who writes the best essay or verse on the topic 'Will Smoking be Worth my While?'

In addition there will be 34 district prizes of \$25 for first place and \$10 for second. The districts correspond to areas covered by the different units of the cancer society.

The essay should run to no more than 300 words and the verse up to 30 lines.

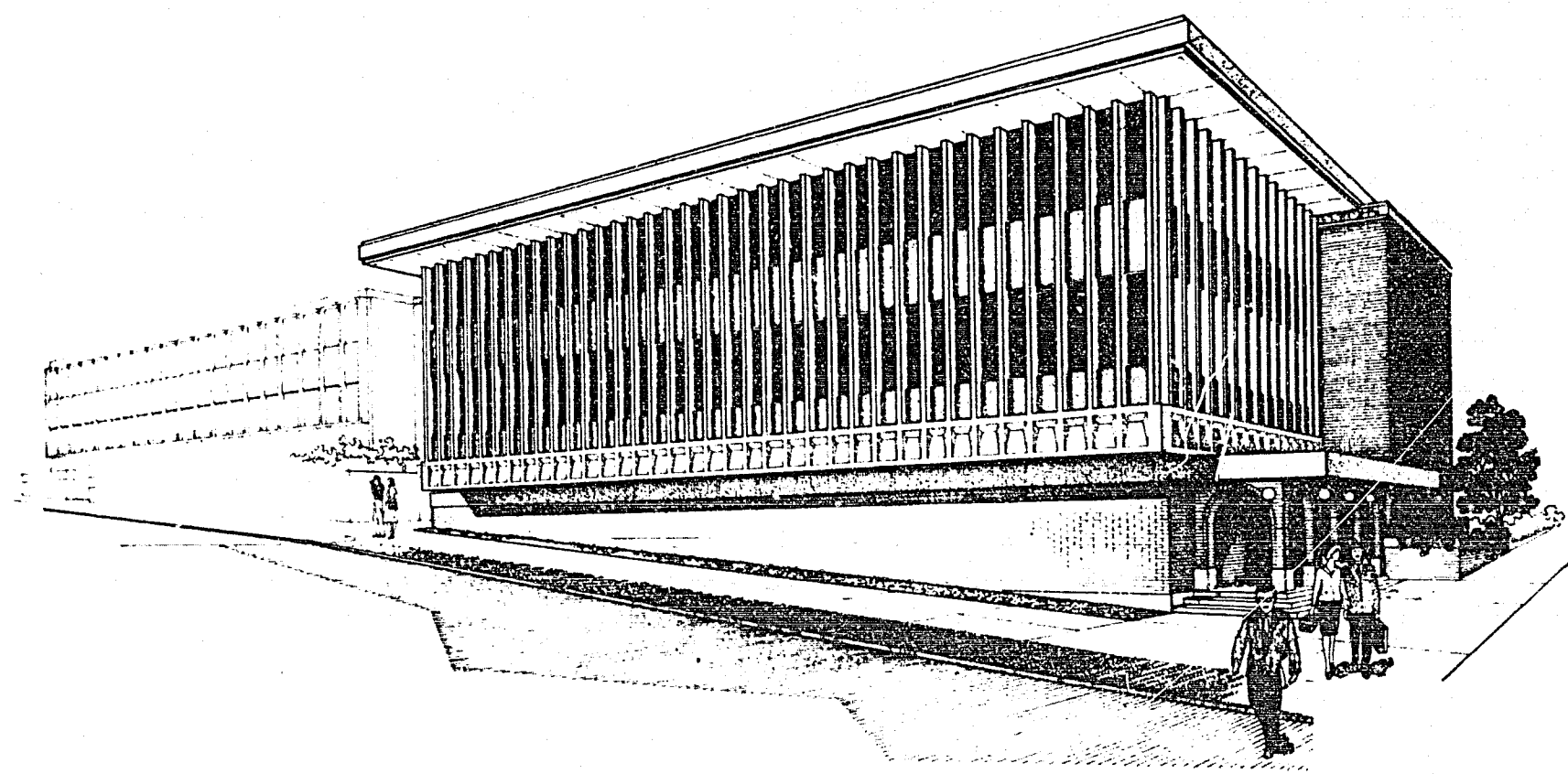
School principals are being asked to select the best essay or verse from each school. It should then be forwarded to the Cancer Society, offices at 686 West Tenth Avenue, Vancouver.

All entries must be in not later than November 30, 1966.

EXAMS

(Continued from page 2)

teacher and on each other, when the emphasis is on participation? Which of us does not know the depletion of human spirit which follows a day of intercourse with a crowd? On the other hand, which of us dares deny the stimulation renewal, and re-creation which follow a personal contact with a small group of learners who are 'individuals' to us? We have raised our voices on this point, but results are woefully slow. We abandon jargon and cry 'Help!'



Architect's concept of Federation's \$500,000 addition. Building will face on Burrard Street.

Teachers' salary advances only normal

Criticism unwarranted agreements head says

'Criticism that teachers' salary increases are out of order in relation to other costs is unfounded and unwarranted,' says D. K. Campbell, chairman of the BCTF Agreements Committee.

The following table of teachers' salaries in relation to total school district expenditures indicates that salaries have advanced only in line with general increases in other school costs.

Calendar Year	Teachers' Salaries Gross	Expenditure	Percent of Salaries to Expenditure
1964	\$94,533	\$165,815	57.01%
1963	85,970	150,791	57.01%
1962	77,910	136,433	57.10%
1961	72,825	127,616	57.06%
1960	68,141	118,270	57.61%
1959	60,074	105,045	57.18%

Data Source: Public Schools Reports - B.C. 1959 '60 to 1964 '65

20c hourly increase now almost standard

Major wage increases have been granted in 1966 to a large section of the B.C. labor force in forestry, mining, shipping and manufacturing.

A 20 cents an hour increase has become almost standard. Most agreements are of more than one year's duration, with future in-

creases guaranteed in most contracts.

Sample hourly wage rate comparisons are, with the old rate in brackets:

International Woodworkers Association—Laborer (\$2.36), \$2.56; tradesman (\$3.07), \$3.27.

Pulp and Paper—Basement and washroom cleaner (\$2.44), \$2.64; journeyman (\$3.54), \$3.74.

Consolidated Mining and Smelting — Laborer (\$2.25), \$2.45; journeyman (\$3.02), \$3.40.

Longshoremen — Base rate (\$3.38), \$3.88.

Aluminum Company of Canada —Base rate (\$2.43), \$2.64; electrician (\$3.38), \$3.80.

The national railway workers are now guaranteed a minimum increase of 18% over two years. Provincially, PGE non-operating employees have rejected an 18% offer in favor of a conciliation proposal of 50 cents over two years.

Not reflected in any of the rate changes are such fringe benefits as improved travel time for the woodworkers, a prepaid dental plan for longshoremen and holiday pay higher than working pay for Alcan employees.

Prosperity continues in Canada

The momentum which has pushed the economy of Canada to successive new high levels since 1961 is continuing into 1966.

The following selected indices of economic activity, as reported by the Dominion Bureau of Statistics, show the percentage change of the first quarter of 1966 over the first quarter of 1965. Large increases indicate the growth in the economy:

Labor force employed, +4.5%; Retail trade, +11.5%; New motor vehicle sales, +19.2%; Department store sales, +12.1%; Exports, +20.4%; total labor income, +13.5%; Corporation profits before taxes, +8.2%.

The increases are significant in that they were advances over 1965 figures which were themselves records of prosperity.

Faculty salaries increase

Faculty salaries at UBC were increased by an average of 10%, effective July 1. The average salary of faculty and administration is now \$11,648.

The old and the new salary minima are (with the old salary in brackets):

Professor, (\$13,000), \$14,000; Associate Professor, (\$10,000), \$11,000; Assistant Professor, (\$8,000), \$9,000; ranks below Assistant Professor (\$6,500), \$7,500.

When the increases are applied to actual positions the average increases by rank are:

Deans, \$1,092; Associate and Assistant deans and directors, \$1,340; Heads, \$1,346; other full professors, \$1,303; Associate professors, \$1,146; Assistant professors, \$998; Instructor II, \$800; Instructors and Senior Lecturers, \$774; Lecturers, \$740.

Linguistics MA offered at Victoria

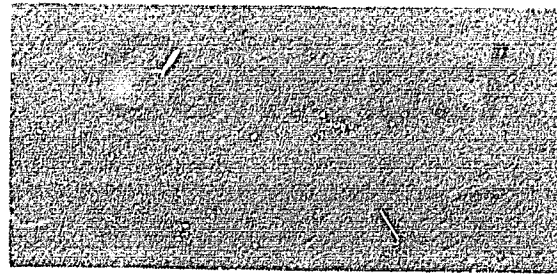
Teachers of modern languages and of English may now work toward the degree of Master of Arts in Linguistics at the University of Victoria.

The university's Department of Linguistics is especially concerned with teachers who already have an interest in a modern language, including English, and who wish to combine further study of the language with linguistics.

Enquiries should be addressed to the Head, Department of Linguistics, University of Victoria.

BRITISH COLUMBIA TEACHERS' FEDERATION NEWSLETTER

VOL. 6, No. 2 OCTOBER, 1966



SICK LEAVE

Sick leave provisions in Nanaimo and Cowichan are still much superior to those in other districts. All teachers contribute one day of their statutory sick leave to a Sick Leave Bank. The school board contributes an equal number of days. Any teacher using up his statutory sick leave may receive up to 50 additional days from the bank. Joint trustee-teacher committees supervise the scheme and prevent abuses.

GROUP INSURANCE

Prospects appear bright for employer-employee participation in a group insurance plan which could ensure continuing coverage if a teacher moves to another district.

The general proposal was discussed at a liaison meeting between representatives of the BCTF and BCSTA agreements committees.

A study of the teaching force by a consulting actuary has indicated to school boards that a broader plan would provide more for the premium dollar.

The BCTF Agreements Committee has suggested that associations should be polled for suggested features to be incorporated in the proposed plan.

Further meetings of teacher and trustee representatives are planned for the near future.

COMPARATIVE SALARIES

During recent negotiations between Kamloops School Board and its non-teaching staff the Board chairman expressed concern that if the demands were met, some janitors would make more money than elementary school teachers.

The dispute with the non-teaching staff has now been settled, with the janitors receiving a 22% increase over two years. With salary negotiations for teachers now underway, the Board has an immediate opportunity to rectify the anomaly.

New Ass'n

Recognizing the need for a more broadly based association of teachers of English, a group of teachers has laid the groundwork for a B.C. Council of Teachers of English.

The group, which consists of representatives from primary, intermediate and secondary teacher associations as well as universities, junior colleges, private schools and technical vocational schools, plans to include in its membership all teachers of English.

The group elected as its chairman Professor David Macaree (UBC Department of English). A full slate of officers will be elected at the next meeting of the council.

The first offering of the council will be a conference on November 4-5 at UBC. The conference will attempt to incorporate in its program subjects of interest to teachers at all levels.

Laborer earns more than many teachers

Non-teacher wage settlements in B.C. show continued increases.

Fringe benefits and the effect of overtime pay are seldom reflected in the base rate figures although such additions are usually significant.

The following table indicates the percentage of teachers earning less than the annual base rate (hourly wage x 40 hours x 52 weeks) for 1967 for selected members of the labor force.

Occupation	Annual Wage 1967	Teachers Earning Less in 1966
City laborer - Vancouver	\$5,428	21%
I.W.A. - Laborer	5,740	26%
Machinist	7,342	58%
Pulp and Paper -		
Average base rate	6,947	51%
Journeyman rate	8,195	64%
Carpenters	8,091	63%
B.C. Hydro - Lineman	9,089	71%
Longshoreman -		
Guaranteed wage (1,820 hrs.)	7,061	53%
Full year (2,080 hrs.)	8,070	63%
Plumbers	8,299	66%
Consolidated Mining and Smelting - Journeyman	7,072	53%
Trucking -		
Swamper or Helper	6,094	32%
Fraser Valley Milk Producers - Laborer	5,948	30%
University of B.C. -		
General Labor	4,836	12%
Aluminum Co., Kitimat - Electrician	8,330	66%

B.C. leads Canada in weekly wages, salaries

B.C. leads Canada in average weekly wages and salaries.

The 1965 average in Canada was \$91.01; in B.C., \$101.89.

The average for the first four months of 1966 was \$95.94 in Canada and \$106.33 in B.C. — an increase for B.C. of 8.1% over the same period last year. The figures do not include teachers, proprietors, civil servants or professionals not rendering current services in the reporting firms.

The B.C. wage figures are significant, for they do not include the major wage settlements in 1966 in the forest, lead-zinc, longshoring, pulp and rail industries.

CURRENT CONDITIONS

'Statistical indicators for May and June reveal continued growth in all major sectors of the economy except residential construction,' states the August issue of the Monthly Bulletin of Business Activity of the B.C. Government.

The strength of the B.C. economy was mentioned frequently during the recent election. Increases have been recorded in all of the basic industries of B.C. Employment increased by 45,000 in July and unemployment fell to 3.7% of the labor force.

The July 1966 issue of B.C. Financial and Economic Review presented a clear picture of B.C.'s growth in 1965 over 1964. Capital

investment increased by 18.9%, total labor income by 15.5% and personal income by 12.5%.

PRINCE GEORGE SURVEY

The Prince George Citizen reports that management consultant A. H. Wood has completed a survey of living costs in various B.C. cities for Prince George Pulp and Paper Ltd.

Wood based his comparison on the annual expenditures of a family of four occupying a three-bedroom home and operating a car. An annual salary of \$8500 was taken as a reference figure, not an average salary. Wood estimated that \$6800 of the income would be available for housing, housekeeping, food, clothing and personal needs.

Employees in Vancouver could buy these goods for the \$6800. However, they would need more money in most other cities: Prince George—\$7261, Prince Rupert—\$7578, Castlegar—\$6812, Nanaimo—\$6499.

The article compared Vancouver and Prince George costs as follows: housing, Vancouver, \$2248; Prince George, \$2336; housekeeping, \$1780, \$1835; transportation, \$1153, \$1531; clothing, \$796, \$728; personal costs, \$823, \$831.

In August, pulp and paper workers in Prince George won a \$200 cost of living allowance.