

## 1979 AGM CALL TO MEETING

As required by the Societies Act and BCTF by-law 8.1, this formal notice of the 1979 Annual General Meeting is being sent to every BCTF member at his/her last known address.

This notice includes: (1) notification of the time and place of the meeting, (2) notification of ten special resolutions (proposed changes to the by-laws) to be presented to the meeting, (3) the audited financial statements for 1977-78.

## NOTICE OF MEETING

The sixty-third Annual General Meeting of the British Columbia Teachers' Federation will be held at the Bayshore Inn in Vancouver, beginning on Monday, March 26, 1979 at 09:00 and continuing to Wednesday, March 28, 1979 at 22:00.

## NOTICE OF SPECIAL RESOLUTIONS

The meeting will be asked to consider ten special resolutions, with or without amendment, in the form of six recommendations from the Executive Committee, one recommendation from the Representative Assembly, two resolutions from an individual member, and one from a local association.

**The recommendations** (numbers in parentheses refer to the pages in the *Members' Guide to the BCTF*) are:

**Recommendation 5:** That by-law 5.9 (p. 5) be deleted and replaced by:

"(a) The Executive Committee shall have the power to appoint, fix the remuneration of, and dismiss assistants to the general secretary, and such assistants shall constitute the administrative staff of the federation.

"(b) The general secretary shall have the power to appoint and dismiss such other employees as may be necessary to carry out the objects of the federation, and such persons shall constitute the non-administrative staff of the federation.

"(c) The Executive Committee is empowered to enter into agreements with the employees of the federation covering remuneration and conditions of employment."

**Recommendation 20:** That by-law 7.1 (p. 6) be amended by adding a third sentence, to read: "A quorum of the Judicial Committee shall be a majority of the entire committee."

**Recommendation 21:** That by-law 7.2 (p. 6) be deleted and replaced by: "Notwithstanding anything contained in these by-laws, the Judicial Committee shall have power to

"1. terminate the membership of any member, or

"2. suspend the membership of any member, or

"3. reprimand any member

"who, in the opinion of the Judicial Committee has been guilty of conduct harmful or prejudicial to the interests of the federation, or guilty of a breach of the code of ethics, provided, however, that the decision of the Judicial Committee as to guilt

or sentence may be appealed by the member charged if written notice of a request for an appeal is filed with the general secretary within sixty (60) days of the receipt by the member of the order(s) of the Judicial Committee. The Representative Assembly will hear the appeal and may confirm, reverse or modify the decision of the Judicial Committee. The decision of the Representative Assembly shall be final. Notwithstanding by-law 6.8 there shall be no appeal to the Annual General Meeting from the decision of the Representative Assembly under this section.

"Before exercising its powers aforesaid, the Judicial Committee shall proceed in accordance with by-law 16."

**Recommendation 22:** That by-law 16 (p. 7) be amended by deleting the second paragraph and replacing it with the following:

"Charges of the breach of the code of ethics or of conduct harmful or prejudicial to the interest of the federation may be initiated by members, local associations, district councils, the federation or the public within six (6) months of the action or event relied upon to support the charge, and shall be referred to an Investigation Team consisting of at least three (3) members of the Investigation Committee appointed pursuant to by-law 5.7. The Investigation Team shall report its findings to the Judicial Committee."

**Recommendation 33:** That the objects of the B.C. Teachers' Federation (p. 4) be amended by adding the following as objects 8 and 9:

8. To finance and administer programs to encourage the employment of teachers in numbers consistent with staffing ratios developed by the profession.

9. To finance and administer programs to foster effective teaching and learning conditions as defined by the profession.

**Recommendation 37:** That the second paragraph of by-law 1.6 (p. 4) be amended to read: "Affiliate membership shall be granted only to *groups closely involved with education.*" (Suggested wording change shown in italics.)

**Recommendation 56:** That by-law 8.1 (p. 7) be amended by deleting the second sentence and replacing it by:

"Notice of the time and place of every Annual General Meeting, a balance sheet, a statement of income and expenditures and every special resolution shall be sent to every member as prescribed by the Societies Act or in such other manner as may be approved and ordered by the Registrar of Companies."

**The resolutions are:**

**Resolution 110:** From Alexandra Pazitch. Not considered by Vancouver Secondary Teachers' Association.

That by-law 5.10 (p. 5) be amended by deleting the words "but without submitting the question to the Investigation Committee."

**Resolution 111:** From Alexandra Pazitch. Not considered by Vancouver Secondary Teachers' Association.

(a) That "conduct harmful or prejudicial to the federation" be considered as defined by by-law 1.7.

(b) That statement 34.B.08 (p. 48) be amended to include before or after "by-law 7.2" the words "by-law 5.10."

**Resolution 134:** From Greater Victoria Teachers' Association.  
**Note:** This resolution was submitted to the 1978 AGM (resolution 110). It was one of the items of business the AGM was unable to complete, and was referred to the May 1978 meeting of the Representative Assembly. The RA referred it to the 1979 AGM.

That by-law 5.5 (p. 5) be amended to read:

"If any member of the Executive Committee shall resign from office, or without reasonable excuse be absent from three consecutive meetings of the Executive Committee, or be suspended or expelled from the society, the Executive Committee shall declare the office vacated.

"Whenever a vacancy shall occur in the Executive Committee, the vacancy shall be filled by appointment by the Representative Assembly until June 30 next following the next Annual General Meeting.

"If the term of office of the member creating the vacancy would expire on June 30 following and the vacancy arises after the Annual General Meeting has adjourned, no appointment shall be made to fill the unexpired term of office."

## BCTF FINANCIAL STATEMENTS TO JUNE 30, 1978

### Auditors' Report and Financial Statements

We have examined the balance sheet of the British Columbia Teachers' Federation as at June 30, 1978 and the statements of revenue and expenditure and surplus and changes in financial position for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion the financial statements present fairly the financial position of the Federation as at June 30, 1978 and the results of its operations and changes in its financial position for the year then ended, in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

As the 1978-1979 budget represents estimates of future transactions, we do not express an opinion on the budget.

Vancouver, B.C.  
 August 21, 1978

JARRETT, GOULD & ELLIOTT  
 Chartered Accountants

## REPORT OF THE NOMINATING COMMITTEE

The Nominating Committee presents the following names (in alphabetical order) of BCTF members who have been nominated pursuant to by-law 5.4 for positions on the Executive Committee for the year 1979-80. Additional nominations may be made from the floor of the Annual General Meeting.

**For president:** Allen Blakey (Vancouver); Allan Garneau (Vancouver); Ken Smith (Kamloops).

**For first vice-president:** Larry Kuehn (Kamloops).

**For second vice-president:** Al Cornes (Alberni); Doug Steinson (Chilliwack).

**For members-at-large:** Lynda Coplin (Delta); Terry Eastman (Langley); Mike Lombardi (Coquitlam); Maureen MacDonald (Vancouver); Tony Nasr (Maple Ridge); Roy Nehra (Richmond); Alexandra Pazitch (Vancouver); Doug Smart (Prince George); Alena Tuckwood (Williams Lake).

### BALANCE SHEET JUNE 30, 1978

ASSETS		
	1977	1977
<b>CURRENT ASSETS</b>		
Cash and marketable securities <i>note 2</i>		
-general	\$ 558,254	\$ 499,444
-Salary Indemnity Fund	2,126,888	1,515,766
-Reserve Fund	1,478,023	1,299,381
Accounts receivable		
-fees	445,755	578,247
-Salary Indemnity Fund	660,727	575,675
-Reserve Fund	109,004	51,761
other	56,821	54,572
Inventories	86,028	91,756
Prepaid expenses	61,153	4,722
	<u>5,582,653</u>	<u>4,671,324</u>
<b>INVESTMENT IN PROPERTIES</b>		
<i>note 3</i>	308,550	308,550
<b>FEDERATION OFFICE BUILDING AND EQUIPMENT</b> <i>note 4</i>	<u>1,329,697</u>	<u>1,330,155</u>
	<u>\$7,220,900</u>	<u>\$6,310,029</u>
<b>LIABILITIES, SPECIAL FUNDS AND SURPLUS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable	\$ 202,000	\$ 173,232
Salary Indemnity Fund	818,684	865,764
Provincial Specialist Associations	78,480	59,866
	<u>1,099,164</u>	<u>1,098,862</u>
<b>SPECIAL FUNDS</b>		
Salary Indemnity	1,968,380	1,223,770
Reserve	1,564,963	1,469,933
W.R. Long Memorial International Assistance	16,946	14,955
Other	5,000	5,000
	<u>3,555,289</u>	<u>2,713,658</u>
<b>SURPLUS</b>	<u>2,566,447</u>	<u>2,497,509</u>
	<u>6,121,736</u>	<u>5,211,167</u>
	<u>\$7,220,900</u>	<u>\$6,310,029</u>

### STATEMENT OF REVENUE AND EXPENDITURE AND SURPLUS FOR THE YEAR ENDED JUNE 30, 1977

	Budget	1979	1978	1977
		<i>(note 8)</i>		
<b>REVENUE</b> <i>note 5</i>				
Membership fees		\$ 6,125,200	\$ 5,609,987	\$ 6,662,026
Less allocations				
Salary Indemnity Fund		(1,148,000)	(1,140,034)	(1,037,215)
Reserve Fund				(280,467)
Quality Education Fund				(959,173)
		<u>4,977,200</u>	<u>4,469,953</u>	<u>4,385,171</u>
<b>PROGRAM EXPENDITURES</b>				
Government of the Federation		1,187,029	1,146,255	968,503
Management		325,366	280,786	219,568
Administrative and building services		1,233,667	1,149,038	1,055,472
Promotion of educational processes		1,264,040	1,015,076	849,510
Salaries, income protection and working conditions		540,675	407,384	424,238
Influencing public and governmental education policy		414,409	320,873	364,260
Other		84,747	81,603	90,107
		<u>5,049,933</u>	<u>4,401,015</u>	<u>3,971,658</u>
<b>NET REVENUE (EXPENDITURE)</b>		<u>(72,733)</u>	<u>68,938</u>	<u>413,513</u>
<b>SURPLUS at beginning of year</b>		<u>2,566,447</u>	<u>2,497,509</u>	<u>2,083,996</u>
<b>SURPLUS at end of year</b>		<u>\$ 2,493,714</u>	<u>\$ 2,566,447</u>	<u>\$ 2,497,509</u>

### STATEMENT OF CHANGES IN FINANCIAL POSITION FOR THE YEAR ENDED JUNE 30, 1978

	Budget	1978	1977
	1979		
	<i>(note 2)</i>		
<b>SOURCE OF CASH</b>			
Net revenue (expenditure)		\$ (72,733)	\$ 68,938
Item not requiring the outlay of cash			
Depreciation		81,000	78,160
		<u>8,267</u>	<u>147,098</u>
Net increase in Special Funds			494,616
		<u>8,267</u>	<u>841,631</u>
		<u>8,267</u>	<u>2,276,448</u>
<b>USE OF CASH</b>			
Purchase of furniture and equipment and improvements to building		30,000	77,702
Increase in current assets other than cash and marketable securities less increase in current liabilities		28,000	62,453
Increase in Reserve fund cash and marketable securities			178,642
Increase in Salary Indemnity Fund cash and marketable securities			611,122
		<u>58,000</u>	<u>929,919</u>
<b>INCREASE IN CASH AND MARKETABLE SECURITIES</b>		<u>(49,733)</u>	<u>58,810</u>
<b>CASH AND MARKETABLE SECURITIES</b>			
general, at beginning of year		<u>558,254</u>	<u>499,444</u>
		<u>558,254</u>	<u>93,496</u>
<b>CASH AND MARKETABLE SECURITIES</b>		<u>\$508,521</u>	<u>\$558,254</u>
general, at end of year		<u>\$508,521</u>	<u>\$ 499,444</u>

### SALARY INDEMNITY FUND STATEMENT OF REVENUE AND EXPENDITURES AND FUND BALANCE FOR THE YEAR ENDED JUNE 30, 1978

	1978	1977
<b>REVENUE</b>		
Allocation of fees	\$1,140,034	\$1,037,215
Teacher share of Unemployment Insurance premium reductions	567,421	558,784
Investment income	173,338	135,240
	<u>1,880,793</u>	<u>1,731,239</u>
<b>EXPENDITURES</b>		
Claims attributable to current year	1,146,600	907,385
Claims adjustment of prior years' estimates <i>note</i>	(145,475)	(115,057)
Pension contributions attributable to current year	135,700	165,000
Pension contributions adjustment of prior years' estimates <i>note</i>	(114,415)	
Administration charge	94,000	87,000
Stop-loss insurance	19,773	16,812
	<u>1,136,183</u>	<u>1,061,140</u>
<b>NET REVENUE</b>	<u>744,610</u>	<u>670,099</u>
<b>FUND BALANCE at beginning of year</b>	<u>1,223,770</u>	<u>553,671</u>
<b>FUND BALANCE at end of year</b>	<u>\$1,968,380</u>	<u>\$1,223,770</u>

**NOTE:**

The amounts of \$145,475 and \$114,415 represent adjustments of estimates of claims and pension contributions attributable to the prior years. The Fund's actuary believes that given the nature of the Fund, and the lack of historical information available for forecasting purposes, differences of this magnitude between estimated and actual claims and pension contributions are to be expected.

### RESERVE FUND STATEMENT OF REVENUE AND EXPENDITURES AND FUND BALANCE FOR THE YEAR ENDED JUNE 30, 1978

	1978	1977
<b>REVENUE</b>		
Allocation of fees	\$	\$ 280,467
Investment income	135,156	54,962
	<u>135,156</u>	<u>335,429</u>
<b>EXPENDITURES</b>		
Trail dispute	126	8,820
United Society for Education Review	40,000	
	<u>40,126</u>	<u>8,820</u>
<b>NET REVENUE</b>	<u>95,030</u>	<u>326,609</u>
<b>QUALITY EDUCATION FUND</b>		
Balance as at March 31, 1977		799,381
<b>FUND BALANCE at beginning of year</b>	<u>1,469,933</u>	<u>343,943</u>
<b>FUND BALANCE at end of year</b>	<u>\$1,564,963</u>	<u>\$1,469,933</u>

**WILLIAM R. LONG MEMORIAL  
INTERNATIONAL ASSISTANCE FUND  
STATEMENT OF REVENUE AND EXPENDITURES  
AND FUND BALANCE  
FOR THE YEAR ENDED JUNE 30, 1978**

	1978	1977
<b>REVENUE</b>		
Allocation of fees	\$56,778	\$56,092
<b>EXPENDITURES</b>		
Canadian Teachers' Federation		
Project Overseas	39,000	36,000
International Aid Fund	1,000	
Overseas Book Centre	8,322	5,000
Exchange teachers	4,968	17,628
International Development Education Resource Association		2,000
Canadian University Students Overseas		1,000
Cansave Children		1,000
Sundry	1,497	3,479
	<u>54,787</u>	<u>66,107</u>
<b>NET REVENUE (EXPENDITURE)</b>	1,991	(10,015)
<b>FUND BALANCE at beginning of year</b>	14,955	24,970
<b>FUND BALANCE at end of year</b>	<u>\$16,946</u>	<u>\$14,955</u>

**OTHER FUNDS  
STATEMENT OF FUND BALANCES  
FOR THE YEAR ENDED JUNE 30, 1978**

	1978	1977
CHARLESWORTH MEMORIAL FUND	\$2,225	\$2,225
TEACHER AWARD FUND	2,775	2,775
<b>BALANCE at end of year</b>	<u>\$5,000</u>	<u>\$5,000</u>

Distribution: All BCTF members and general distribution.

GO79-126A  
February 1979

**NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 1978**

**1. ACCOUNTING POLICIES**

The following summarizes the significant accounting policies followed in the preparation of these financial statements:

- The Federation uses a system of program accounting and budgeting (PPBS) whereby expenses are classified by purpose of expenditure rather than by type of expenditure.
- Inventories are valued at the lower of cost and net realizable value.
- Depreciation is calculated on the reducing-balance method at the following rates:

Federation buildings	21% per annum
Federation furniture and equipment	20% per annum
Federation parking lot improvements	4% per annum

investments have not been depreciated in the current year as it is estimated their current market values exceed cost.

**2. CASH AND MARKETABLE SECURITIES - INTERFUND TRANSACTIONS**

Interfund transactions resulted in the following amounts of cash and marketable securities due to (from) general funds as at June 30:

	1978	1977
Salary Indemnity Fund	\$ 551	\$ 1,907
Reserve Fund	22,064	(118,791)
	<u>\$22,615</u>	<u>\$(116,884)</u>

**3. INVESTMENT IN PROPERTIES**

	Cost	Accumulated Depreciation	Net Book Value 1978 & 1977
1601 West Broadway Land	\$ 56,528		\$ 56,528
Building	25,114	\$25,114	
Sixth Avenue Land and building	252,022		252,022
	<u>\$333,664</u>	<u>\$25,114</u>	<u>\$308,550</u>

The current market value of these investment properties is estimated to be in excess of \$1,300,000.

**4. FEDERATION OFFICE BUILDING AND EQUIPMENT**

	Cost	Accumulated Depreciation	Net Book Value 1978	1977
Land	\$ 263,496		\$ 263,496	\$ 263,496
Buildings	1,154,912	\$316,403	838,509	855,135
Furniture and equipment	509,334	281,642	227,692	211,524
	<u>\$1,927,742</u>	<u>\$598,045</u>	<u>\$1,329,697</u>	<u>\$1,330,155</u>

**5. REVENUE**

The decrease in revenue from membership fees is attributable to the discontinuance in this fiscal year of the special assessment in 1976-1977 relating to the Quality Education Fund. In accordance with the policy statements of the Federation, no allocation to the Reserve Fund was made during the 1977-1978 fiscal year.

**6. THE BRITISH COLUMBIA TEACHERS' FEDERATION  
STAFF RETIREMENT PLAN**

The plan was amended effective July 1, 1975, the amendment created an unfunded liability based on actuarial studies made as of July 1, 1975, in the amount of \$206,810. This amount is being funded at \$21,221 annually over a period of fifteen years.

An actuarial evaluation as at December 31, 1977 estimated a revised unfunded liability to be \$251,815. This evaluation is currently being reviewed by the Federation.

**7. AUDIT COMMITTEE**

The Audit Committee comprises members of the Finance Committee who have reviewed these financial statements with the auditors of the B.C. Teachers' Federation.

**8. 1979 BUDGET FIGURES**

The 1979 budget presented in the financial statements in the 1978-1979 budget as approved by the Representative Assembly.

**9. LITIGATION**

An action commenced in the Supreme Court by writ issued October 1975 was dismissed after trial and the Federation was awarded costs. The plaintiff has appealed this decision and seeks unspecified special and general damages.