

1980 AGM CALL TO MEETING

As required by the Societies Act, this formal notice of the 1980 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 23 special resolutions (proposed changes to the by-laws) to be presented to the meeting, (3) the audited financial statements for 1978-79.

The 1979 AGM amended by-law 8.1 to allow the federation to apply to the Registrar of Companies to vary the requirements of the Societies Act to the extent of publishing the call to meeting as part of regular or special issue of the *BCTF Newsletter*. That procedure would save a considerable amount of time, effort and money. However, the federation has not yet received the required approval. This notice therefore abides by the full requirements of the Societies Act.

NOTICE OF MEETING

The sixty-fourth Annual General Meeting of the British Columbia Teachers' Federation will be held at the Hyatt Regency Hotel in Vancouver, beginning on Sunday, March 30, 1980 at 20:00 and continuing to Wednesday, April 2, 1980 at 22:00.

NOTICE OF SPECIAL RESOLUTIONS

The meeting will be asked to consider 23 special resolutions, with or without amendment, in the form of recommendations from the Executive Committee for amendments to the by-laws.

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

Recommendation 2: That by-law 5.9 (p. 5) be deleted and replaced by:

"5.9 The Executive Committee shall have the power to appoint, dismiss, and, subject to the terms of any applicable contract or collective agreement, fix the remuneration and working conditions of employees engaged to perform the duties of the administrative staff of the federation. It shall also have the power to appoint, dismiss, and, subject to the terms of any applicable contract or collective agreement, fix the remuneration and working conditions of employees engaged to perform the duties of the non-administrative staff of the federation.

For purposes of this by-law, the Executive Committee may determine by resolution whether any employee is within the administrative staff or within the non-administrative staff of the federation.

The Executive Committee may by resolution delegate to the general secretary the power to appoint, dismiss, and, subject to the terms of any applicable contract or collective agreement, fix the remuneration and working conditions of employees engaged to perform the duties of the non-administrative staff of the federation, or specified classes thereof, provided always that the exercise of such delegated power by the general secretary may be reviewed by the Executive Committee.

The Executive Committee is empowered to enter into contracts in respect of the federation, and is empowered to enter into a collective agreement or agreements with trade unions duly certified to represent such employees pursuant to the Labor Code of B.C."

Recommendation 3: That by-law 5.15 (p. 6) be deleted and replaced by:

"5.15 When a program budget has been established by the Representative Assembly in accordance with by-law 6.10, the Executive Committee may authorize expenditure beyond any general item of the program budget only by a resolution assented to by a majority of at least two-thirds of the Executive committee."

Recommendation 4: That by-law 6.10 (p. 6) be deleted and replaced by:

"6.10 The treasurer shall prepare annually a draft program budget of anticipated revenue and expenditure for the forthcoming year for presentation to the Representative Assembly. The Representative Assembly shall consider such draft and, with such amendments as it deems necessary, shall adopt a program budget. No expenditure in excess of the program budget so adopted shall be made except in accordance with by-law 5.15, or in accordance with subsequent amendments to the program budget that may be made by resolution of the Representative Assembly."

Recommendation 5: That by-law 6.7 (p. 6) be deleted and replaced by:

"6.7 Should an elected or appointed geographical representative be unable to attend a meeting of the Representative Assembly through illness or other unavoidable cause, the president or other authorized agent of the local association that he/she represents may appoint a substitute, who shall have the same qualifications prescribed in by-law 6.4, to represent that geographical representative, provided that the president or other authorized agent of the local association informs the general secretary of the name of such appointee. At the meeting of the Representative Assembly attended, such a substitute shall have the same duties and powers as those of a regular geographical representative.

In the event that a geographical representative or substitute cannot remain in attendance throughout the course of a meeting of the Representative Assembly, he/she may designate another geographical representative (or substitute, appointed pursuant to this by-law) from the same local association to hold and exercise the voting rights of the voting card or cards that he/she has been assigned, during such absence."

Recommendation 6: That by-law 8.2 (p. 18) be amended by adding the following paragraph:

"Delegates or geographical representatives from a local association may designate either a delegate from the same local association or a geographical representative from the same local association to hold and exercise the voting rights of the voting card or cards assigned to him/her, provided that the Annual General Meeting may by resolution limit the number of voting cards that may be held and voted by a delegate or geographical representative, and provided further that local associations may, by resolution of a general meeting, establish rules regulating such transfers of voting cards."

Recommendation 32 (EC): That by-law 7 (p. 6) be amended by adding in the title the words "and Federation Appeals Board" after the words, "Judicial Committee."

Recommendation 33 (EC): That the following be added as by-law 7.3 (p. 7):

"There shall be a Federation Appeals Board, which shall consist of 25 persons who shall be voting members of the federation in good standing. The members of the Federation Appeals Board shall be elected at a meeting of the Representative Assembly. A quorum of the Federation Appeals Board shall be 15 members and a decision of the Board shall require approval of a majority of the members in attendance.

Recommendation 34 (EC): That the following be added as by-law 7.4:

"The Federation Appeals Board shall be a board of appeal for members of the federation against decisions of the Executive Committee made pursuant to by-law 5.10 and the decisions of the Judicial Committee made pursuant to by-law 7.2. The Federation Appeals Board will consider the reports of the Committee of Ombudspersons pursuant to by-law 5.17 on decisions respecting the grant of legal aid. The Federation Appeals Board may confirm, reverse or modify any decision referred to it under this section. The Federation Appeals Board may adopt rules governing the conduct of appeals but rule changes may not be made during an appeal. Any decision of the Federation Appeals Board shall be final and notwithstanding any other provision in these by-laws there shall be no appeal of a decision of the Federation Appeals Board to the Representative Assembly or to an Annual General Meeting.

Recommendation 35 (EC): That by-law 6.12 (p. 6) be deleted and that by-laws 6.13 and 6.14 be renumbered 6.12 and 6.13 respectively.

Recommendation 36 (EC): That by-law 5.17 (p. 6) be deleted and replaced by:

"5.17 The Executive Committee shall be empowered to grant legal aid to any member. Within 60 days of the receipt of the decision of the Executive Committee the member may notify the general secretary in writing of his/her dissatisfaction with the decision, and the general secretary shall notify the Committee of Ombudspersons to review the circumstances and report to the Federation Appeals Board. The Federation Appeals Board shall consider the report, and its decision pursuant to by-law 7.4 shall be final.

Recommendation 37 (EC): The Executive Committee may, in the event that it considers that a request for legal aid by any member of the federation would involve the Executive Committee or a member or members thereof in a conflict of interest, refer such request directly to the Committee of Ombudspersons to review the circumstances and report to the Federation Appeals Board as aforesaid."

Recommendation 38 (EC): That by-law 7.2 (P. 6) be amended by deleting the first sentence of the first paragraph, which sentence reads: "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."

Recommendation 39 (EC): That by-law 7.2 (p. 6) be further amended by deleting the words "Representative Assembly" and replacing them with the words "Federation Appeals Board" wherever they appear in this by-law.

Recommendation 44: That by-law 1.1.(a) (p. 4) be deleted and replaced by:
 "Active membership shall include all persons possessing a teacher's certificate of qualifications issued pursuant to the Public Schools Act, with the exception of those holding a letter of permission to teach, who are required by the act to be members of the federation."

Recommendation 45: That by-law 1.1.(b) (p. 4) be deleted and replaced by:

"Provisional active membership shall include all persons holding a current letter of permission to teach who are required by the Public Schools Act to be members of the federation."

Provisional active members shall be entitled to voice and vote but not to hold office."

Recommendation 46: That by-law 1.1.(c) (p. 4) be deleted and replaced by:

"Voluntary active membership may be granted, on application to the Executive Committee to persons possessing non-expiring teachers' certificates of qualifications issued pursuant to the Public Schools Act, who are not required by the act to be members of the federation. Membership shall be valid from the time of approval until the end of the membership year. Applications for membership in the subsequent membership year may be presented, and, if approved by the Executive Committee before September 30, active membership granted under this by-law will be deemed to have been continuing and may be approved by the Executive Committee in the same manner from year to year."

Voluntary active members who are accepted into membership as substitute teachers are full active members; other voluntary active members who are not teaching in the public school system, shall be entitled to voice and vote but not to hold office."

Recommendation 47: That the following be added as by-law 1.1.(d): "All active members of the federation shall be members of a local association."

Recommendation 48: That the following be added as by-law 1.1.(e):
 "Exclusion: Officials of the Ministry of Education, District Superintendents, Assistant Superintendents, locally appointed Superintendents of Education and Directors of Instruction shall not be eligible for active membership in the federation."

Recommendation 49: That by-law 1.2 (p. 4) be amended by deleting the second paragraph and replacing it with the following:
 "Associate membership shall be granted only to persons not eligible for active membership who occupy an educational or teaching position acceptable to the Executive Committee."

Recommendation 50: That by-law 2. (p. 4) be amended by deleting the final paragraph and replacing it with the following: "No local association shall include in its by-laws any provision denying the right to vote at any general meeting to any member entitled under by-law 1 to vote, except that voluntary active members who are not employed as teachers by the school board may be denied the right to vote on matters relating to employment."

Recommendation 51: That by-law 4.1 (p. 5) be amended by deleting the first sentence and replacing it with the following: "Each active and associate member of the federation and each affiliate group, shall pay an annual fee."

Recommendation 52: That by-law 4.2 (p. 5) be amended by deleting the first paragraph and replacing it with the following: "The membership year shall be from July 1 and shall end on June 30 next following. The annual fee of each member is due and payable on July 1 of each membership year, except that the fee of each voluntary active member shall be due and payable upon application and acceptance into membership."

Recommendation 53: That by-law 8.2 (p. 7) be amended by the deletion of the second paragraph, which states: "Active members of the federation who are not members of any local association may select voting delegates to represent them in like proportion."

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 1980-81. Additional nominations may be made from the floor of the Annual General Meeting.

For president: Allen Blakey (Vancouver); Tom Krall (Nanaimo).

For first vice-president: Pauline Galinski (Powell River); Larry Kuehn (Kamloops).

For second vice-president: Al Cornes (Alberni); Gerry Retallick (Richmond).

For members-at-large: Roger Engelbracht (Windermere); Sophia Jeffrey (Victoria); Winifred Lewis (Duncan); Maureen MacDonald (Vancouver); George McGuire (Abbotsford); Steve Norman (Vancouver); Joan Robb (Sunshine Coast); Marion Runcie (Burnaby).

Auditor's Report and Financial Statement

We have examined the balance sheet of the British Columbia Teachers' Federation as at June 30, 1979 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, 1979 and the results of its operations and changes in its financial position for the year then ended, in accordance with generally accepted accounting principles on a basis consistent with that of the preceding year.

As the 1979-1980 budget represents estimates of future transactions, we do not express an opinion on the budget.

Vancouver, B.C. JARRETT, GOOLD & ELLIOTT
 August 28, 1979 Chartered Accountants

BALANCE SHEET JUNE 30, 1979

ASSETS	1979	1978
CURRENT ASSETS		
Cash and marketable securities		
— general	\$ 755,633	\$ 558,254
—Salary Indemnity Fund —		
Schedule "2"	3,073,459	2,126,888
—Reserve Fund — Schedule "3"	1,636,505	1,478,023
Accounts receivable		
—fees	586,834	502,576
—Salary Indemnity Fund —		
Schedule "2"	538,788	660,727
—Reserve Fund -- Schedule "3"	22,319	109,004
Inventories	90,629	86,028
Prepaid expenses	43,794	61,153
	<u>6,747,961</u>	<u>5,582,653</u>
INVESTMENT IN PROPERTIES —		
<i>note 2</i>	308,550	308,550
FEDERATION OFFICE BUILDING		
AND EQUIPMENT — <i>note 3</i>	<u>1,283,017</u>	<u>1,329,697</u>
	<u>\$8,339,528</u>	<u>\$7,220,900</u>
LIABILITIES, SPECIAL FUNDS AND SURPLUS		
CURRENT LIABILITIES		
Accounts payable	\$ 143,598	\$ 202,000
Salary Indemnity Fund — Schedule "2"	712,997	818,684
Provincial Specialist Associations	60,238	78,480
	<u>916,833</u>	<u>1,099,164</u>
SPECIAL FUNDS		
Salary Indemnity — Schedules "1" & "2"	2,891,424	1,968,380
Reserve — Schedule "3"	1,674,024	1,564,963
W. R. Long Memorial International		
Assistance — Schedule "4"	14,073	16,946
Other — Schedule "5"	5,000	5,000
	<u>4,584,521</u>	<u>3,555,289</u>
SURPLUS	<u>2,838,174</u>	<u>2,566,447</u>
	<u>7,422,695</u>	<u>6,121,736</u>
	<u>\$8,339,528</u>	<u>\$7,220,900</u>

STATEMENT OF REVENUE AND EXPENDITURE AND SURPLUS FOR THE YEAR ENDED JUNE 30, 1979

	Budget 1980 (<i>note 6</i>)	1979	1978
REVENUE			
Membership fees	\$6,755,020	\$6,227,470	\$5,609,987
Less allocation			
Salary Indemnity Fund	<u>1,350,000</u>	<u>1,227,555</u>	<u>1,140,034</u>
	5,405,020	4,999,915	4,469,953
PROGRAM EXPENDITURES			
Government of the Federation	1,368,297	1,255,466	1,227,858
Management	316,242	374,377	280,786
Administrative and building services	1,235,593	1,050,483	1,149,038
Promotion of educational processes	1,573,175	1,192,288	1,015,076
Salaries, income protection and working conditions	541,872	487,869	407,384
Influencing public and governmental education policy	<u>404,374</u>	<u>367,705</u>	<u>320,873</u>
	5,439,553	4,728,188	4,401,015
NET REVENUE (EXPENDITURE)	(34,533)	271,727	68,938
SURPLUS at beginning of year	<u>2,838,174</u>	<u>2,566,447</u>	<u>2,497,509</u>
SURPLUS at end of year	<u>\$2,803,641</u>	<u>\$2,838,174</u>	<u>\$2,566,447</u>

STATEMENT OF CHANGES IN FINANCIAL POSITION FOR THE YEAR ENDED JUNE 30, 1979

	Budget 1980 (<i>note 6</i>)	1979	1978
SOURCE OF CASH			
Net revenue (expenditure)	\$(34,533)	\$ 271,727	\$ 68,938
Item not requiring the outlay of cash			
Depreciation	<u>71,000</u>	<u>71,523</u>	<u>78,160</u>
Net increase in Special Funds	<u>36,467</u>	<u>1,029,232</u>	<u>841,631</u>
	36,467	1,372,482	988,729
USE OF CASH			
Purchase of furniture and equipment and improvements to building, net of sales proceeds	25,000	24,842	77,702
Increase in current assets other than cash and marketable securities less increase in current liabilities	21,000	45,208	62,453
Increase in Reserve Fund cash and marketable securities		158,482	178,642
Increase in Salary Indemnity Fund cash and marketable securities		<u>946,571</u>	<u>611,122</u>
	46,000	1,175,103	929,919
INCREASE (DECREASE) IN CASH AND MARKETABLE SECURITIES	(9,533)	197,379	58,810
CASH AND MARKETABLE SECURITIES			
— general, at beginning of year	<u>755,633</u>	<u>558,254</u>	<u>499,444</u>
CASH AND MARKETABLE SECURITIES	<u>\$746,100</u>	<u>\$ 755,633</u>	<u>\$558,254</u>

SALARY INDEMNITY FUND STATEMENT OF REVENUE AND EXPENDITURES AND FUND BALANCE FOR THE YEAR ENDED JUNE 30, 1979

	1979	1978
REVENUE		
Allocation of fees	\$1,227,555	\$1,140,034
Teacher share of Unemployment Insurance premium reductions	642,137	567,421
Investment income	<u>278,273</u>	<u>173,338</u>
	2,147,965	1,880,793
EXPENDITURES		
Claims — attributable to current year	1,150,126	1,146,600
Claims — adjustment of prior year's estimate — note	(163,668)	(145,475)
Pension contributions — attributable to current year	127,950	135,700
Pension contributions — adjustment of prior year's estimates — note	(12,217)	(114,415)
Administration charge	101,251	94,000
Stop-loss insurance	<u>21,479</u>	<u>19,773</u>
	1,224,921	1,136,183
NET REVENUE	923,044	744,610
FUND BALANCE at beginning of year	<u>1,968,380</u>	<u>1,223,770</u>
FUND BALANCE at end of year	<u>\$2,891,424</u>	<u>\$1,968,380</u>

NOTE:
 The amounts of \$163,668 and \$12,217 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.

SALARY INDEMNITY FUND STATEMENT OF FUND BALANCE

	1979	1978
FUND BALANCE REPRESENTED BY		
Cash	\$2,586,431	\$2,126,888
Marketable securities (market value \$487,695)	487,028	
	3,073,459	2,126,888
Receivables — fee revenue	126,061	116,260
— Unemployment Insurance premium rebates	387,817	369,159
— investment income	<u>24,910</u>	<u>175,308</u>
	538,788	660,727
	3,612,247	2,787,615
Payables — claims	591,625	660,102
— pension contributions	112,400	151,261
— stop-loss insurance	8,972	7,273
— British Columbia Teachers' Federation and local association fees		48
	712,997	818,684
NET ASSETS	2,899,250	1,968,931
BALANCE due to general fund	7,826	551
FUND BALANCE at end of year	<u>\$2,891,424</u>	<u>\$1,968,380</u>

**RESERVE FUND
STATEMENT OF REVENUE AND
EXPENDITURES AND FUND BALANCE
FOR THE YEAR ENDED JUNE 30, 1979**

	1979	1978
REVENUE		
Investment income	\$ 158,510	\$ 135,156
EXPENDITURES		
Trail dispute		126
United Society for Education Review		40,000
Provincial election action grants	49,449	
	49,449	40,126
NET REVENUE	109,061	95,030
FUND BALANCE at beginning of year	1,564,963	1,469,933
FUND BALANCE at end of year	<u>\$1,674,024</u>	<u>\$1,564,963</u>
FUND BALANCE REPRESENTED BY		
Cash	\$1,236,505	\$1,478,023
Marketable securities (market value \$400,200)	400,000	
	1,636,505	1,478,023
Accounts receivable	22,319	109,004
	1,658,824	1,587,027
Balance due from (to) general fund	15,200	(22,064)
FUND BALANCE at end of year	<u>\$1,674,024</u>	<u>\$1,564,963</u>

**WILLIAM R. LONG MEMORIAL
INTERNATIONAL ASSISTANCE FUND
STATEMENT OF REVENUE AND
EXPENDITURES AND FUND BALANCE
FOR THE YEAR ENDED JUNE 30, 1979**

	1979	1978
REVENUE		
Allocation of fees	\$56,400	\$56,778
EXPENDITURES		
Canadian Teachers' Federation		
— Project Overseas	42,000	39,000
— International Aid Fund	1,000	1,000
Overseas Book Centre	6,000	8,322
Exchange teachers	9,739	4,968
Sundry	534	1,497
	59,273	54,787
NET REVENUE (EXPENDITURE)	(2,873)	1,991
FUND BALANCE at beginning of year	16,946	14,955
FUND BALANCE at end of year	<u>\$14,073</u>	<u>\$16,946</u>

**OTHER FUNDS
STATEMENT OF FUND BALANCES
FOR THE YEAR ENDED JUNE 30, 1979**

	1979	1978
CHARLESWORTH MEMORIAL FUND	\$2,225	\$2,225
TEACHER AWARD FUND	2,775	2,775
BALANCE at end of year	<u>\$5,000</u>	<u>\$5,000</u>

**NOTES TO FINANCIAL STATEMENTS
JUNE 30, 1979**

1. ACCOUNTING POLICIES

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

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

Federation buildings	2 1/2% per annum
Federation furniture and equipment	20% per annum
Federation parking lot improvements	4% per annum

 Federation land and properties held as investments have not been depreciated in the current year as it is estimated their current market values exceed cost.

2. INVESTMENT IN PROPERTIES

	Cost	Accumulated Depreciation	Net Book Value 1979 & 1978
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 \$1,500,000.

3. FEDERATION OFFICE BUILDING AND EQUIPMENT

	Cost	Accumulated Depreciation	Net Book Value 1979	1978
Land	\$ 263,496		\$ 263,496	\$ 263,496
Buildings	1,157,064	\$337,464	819,600	838,509
Furniture and equipment	475,885	275,964	199,921	227,692

4. RESERVE FUND

In accordance with the policy statements of the Federation, no allocation to the Reserve Fund was made during the 1978-1979 fiscal year.

5. THE BRITISH COLUMBIA TEACHERS' FEDERATION STAFF RETIREMENT PLAN

An actuarial evaluation of the Plan as at December 31, 1977 estimated an unfunded liability of \$251,815. This deficit of \$251,815 compares with a previously calculated deficit of \$206,810 which is being funded at \$21,221 annually over a fifteen year period.

The Federation has decided not to change the amount of these special payments at this time.

6. 1980 BUDGET FIGURES

The 1980 budget presented in the financial statements is the 1979-1980 budget as approved by the Representative Assembly.

7. 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. No appeal trial date has yet been set.

Distribution: All BCTF members and general distribution.