

MY NAME IS CHUCK BRICKSON. I AM ^A THE SHOP STEWARD IN FINANCIAL SERVICES.

AS I WAS UNABLE TO ATTEND TODAY'S MEETING, I HAVE TAKEN MY COMMENTS

WE IN FINANCIAL SERVICES HAVE LEARNED A GREAT DEAL THROUGHOUT THIS

RITCHIE + ASSOCIATE NIGHTMARE. ONE VERY IMPORTANT POINT THAT WE

WISH TO WARN YOU OF, IS, THE WAY THE RITCHIE AND ASSOCIATES TEAM

FIRST ATTEMPT TO GAIN YOUR CONFIDENCE. THEY ARE ALWAYS "FRIENDLY".

THIS SUPERFICIAL MASKING, HOWEVER, TENDS TO RELAX US TO A

POINT WHERE WE ACTUALLY FEEL AS THOUGH THEY ARE OUR CO-WORKERS,

AND ARE THERE TO HELP US. THE FACTS ARE THAT THEY ARE

ON CAMPUS FOR ONE REASON AND ONE REASON ONLY, THAT REASON IS,

TO ELIMINATE STAFF POSITIONS. SO IF YOU HAVN'T YET

BEEN PLAGUED BY RITCHIE AND ASSOCIATES, BEWARE!!! THEY

ARE NOT, NO MATTER WHAT YOU HAVE HEARD FROM MANAGEMENT, THERE TO

HELP YOU. DON'T FORGET, THAT THE DATA COLLECTED BY THE UNION,

SO FAR, SHOWS, THAT RITCHIE AND ASSOCIATES FEE IS BASED ON THE

NUMBER OF POSITIONS ELIMINATED.

WHEN THE RITCHE AND ASSOCIATES INVASION OF THE CAMPUS FIRST GOT UNDER WAY, THE MAIN CONCERN OF THE UNION WAS JOB SECURITY. UNION REPS WERE TOLD OVER AND OVER AGAIN, THAT THE RITCHE + ASSOCIATE FORMS WERE NOT GOING TO BE USED FOR DISCIPLINE. THE UNION REPS, AS IT TURNED OUT, HAD JUST CAUSE FOR NOT BELIEVING THIS FAIRY TALE. IT DID NOT TAKE LONG FOR THE UNIVERSITY TO ATTEMPT DISCIPLINARY ACTION ^{WHILE} USING THE RITCHE AND ASSOCIATE FORMS AS AMUNITION. WHEN CONFRONTED WITH THESE FACTS, EMPLOYEE RELATIONS DID ITS BEST TO DOWNPLAY THE INCIDENTS. OR IN ONE CASE, IN PARTICULAR, ^{DEFINITE} ^{SHOWS A} ^{RELUCTANCE} TO ADMIT THAT IT ACTUALLY HAPPENED. ALL THOUGH THIS EXERCISE THE UNIVERSITY HAS REFUSED TO PUT INTO WRITING THEIR POSITION REGARDING THIS MATTER. WE UNDERSTAND THEIR POSITION TO BE THAT THE RITCHE AND ASSOCIATE FORMS ARE "NOT TO BE USED TO DISCIPLINE EMPLOYEES," BUT THEY ARE TO BE USED TO COLLECT DATA ONLY. IF THIS IS TRUE, THAN WHY ARE THEY SO AGAINST PUTTING IT INTO WRITING.

ON FEBRUARY 25TH AT A FINANCIAL SERVICES STAFF MEETING, MR. TERRY SUMNER ANNOUNCED THAT HE WAS IMPLEMENTING A "MAJOR CHANGE" REGARDING THE RITCHE AND ASSOCIATE FORMS. AT THAT MEETING MR SUMNER STATED THAT THE RITCHE FORMS WOULD NO LONGER BE USED

IN ^{ANY} DISCIPLINARY ACTION. DURING QUESTIONING, THE INTEGRITY OF THIS STATEMENT WAS BROUGHT INTO QUESTION. HE WAS ASKED TO COMMENT ON THE FOLLOWING - IF THE UNIVERSITY'S ORIGINAL POSITION REALLY WAS, THAT THE FORMS WERE NOT TO BE USED FOR DISCIPLINE, THEN, WHY IS HE NOW SAYING THAT HE IS IMPLEMENTING A MAJOR CHANGE TO THE SYSTEM AND THAT THE FORMS WOULD NOW NOT BE USED FOR DISCIPLINE? HE WAS ALSO ASKED IF HE WOULD PUT THIS "CHANGE" INTO WRITING. HE RELUCTANTLY AGREED TO PUT IT INTO WRITING, HOWEVER TO DATE WE HAVE NOT YET RECEIVED IT. AS IT IS NOW ALMOST A MONTH SINCE THAT MEETING, WE ARE HAVING OUR DOUBTS AS TO IF WE WILL EVER RECEIVE IT.

THE RITCHIE AND ASSOCIATE STUDY APPEARS, IN PART AT LEAST TO BE RESPONSIBLE FOR THE ^{MANAGEMENT} REORGANIZATION OF FINANCIAL SERVICES. THIS REORGANIZATION IS RESPONSIBLE FOR THE SEVERE OVERCROWDING, CLEARLY EVIDENT IN AT LEAST ONE AREA OF FINANCIAL SERVICES.

THE USE OF NON-UNION, OFF CAMPUS EMPLOYEES, IS A CLEAR VIOLATION OF OUR CONTRACT. THE UNIVERSITY HAS ^{now} ADMITTED THEIR ^{of} CONTRAVENING OUR CONTRACT. SEVERAL GRIEVANCES EITHER HAVE BEEN OR ARE IN THE PROCESS OF BEING ^{BEING} FILED AGAINST THE UNIVERSITY IN THIS REGARD. TEMPORARY HELP HAS ALSO ^{CAUSED} OTHER PROBLEMS WITH OUR MEMBERS. THESE PROBLEMS ARE ^{too numerous}

TO DISCUSS NOW, HOWEVER ONE OF THE MAJOR CONCLUSIONS IN THIS AREA IS THE CONSTANT TRAINING AND RETAINING OF TEMPORARY HELP. THE UNIVERSITY UNFORTUNATELY SEEMS TO PREFER, UNTRAINED TEMPORARY HELP OVER SEASONED, EXPERIENCED PERMANENT EMPLOYEES. THIS ALTHOUGH ATTITUDE IS ^{SLOWLY} HAVING A DETRIMENTAL ^E EFFECT ON ALL CONCERNED. I HAVE BEEN IN THE WORK PLACE FOR 17 YEARS NOW - 10 OF THOSE YEARS ON CAMPUS - IN ALL THOSE YEARS I HAVE YET TO SEE ^{EMPLOYEES IN} ANY PRIVATE ENTERPRISE GOVERNMENT INSTITUTIONS WITH LOWER MORALE AS WE ALL KNOW - LOW MORALE EQUATES TO POOR PRODUCTIVITY, SO IT IS IN THE UNIVERSITY'S BEST INTEREST TO ^{IMMEDIATELY} DUMP THE KITCHEN SYSTEM COMPLETELY AND TRY TO SALVAGE WHAT IS LEFT OF OUR CAMPUS.

THANK YOU