

Consultation - Changing of job descriptions without

> Consultation.

- copy of reports (preliminary + later ones) when recomm.
- Where is money coming from (116 told special fund).
- Tech. Change - any implementation would be constructed by us to violate Tech. Change article.
- If layoffs - be straight with US.  
memo to Smith  
Shved.  
\$2.45 m. in non faculty areas.  
Decided in May - so what are Ritchie + Assoc. doing.

# Purchasing

T - gives consn - Tech change to be dealt with

E.S. - official notice of tech change.

T - notice should precede even test runs.

E.S. - Tech Change articles applicable to permanent things

M - info re purchasing

work methods, work flows.

re-sorting.

more things can be done with no layoffs.

- reinforce basics.

M. objective is to save money.

E.S. not articulated objectives.

managerial level - concerns about their jobs.

analyzing work methods + flow

leaving us with system.

"by product may be cuts in cost" + fewer staff necessary.

M. report on Purchasing - nothing in it to corroborate E.S. statement re new systems

➤ B. not disputing what P been told.  
identified that for staff utilization of  
view, with what is occurring that staff not fully utilized,  
no recommendation to cut staff positions

that by rearranging staffing better  
utilization will occur.

we have zeroed in on buyers not on changes in  
procedures.

re-deployment.

M: not asked <sup>anything</sup> by R+A, not much time spent.

U. point of view wanted "specialists  
in this area" to assist U. in doing this.

no decisions taken - validation of recommendations  
workers redeployed during that time.

No reComm re input received of  
easily quantified that staff not properly  
utilized.

then review processes.

blame not with Ritchie but with U. - management's

communications done with supervisors. R + Supers  
should sit down with staff.