

Release - AUCE Local #1

RE: Ritchie and Associates

For _____ months now Ritchie and Associates, efficiency experts out of Los Angeles, California, have been on site at the University of British Columbia. Their role at UBC is unclear and shrouded in mystery. At no point were university employees contacted to advise them of Ritchie and Associates' role, nor have any employees, including workers, department heads or deans, received any memo with regard to Ritchie and Associates.

The Association of University and College Employees, Local #1, has some major concerns about the role of Ritchie and Associates. They are bringing an element of fear and confusion to an already bad situation at UBC. Employees are being followed around by consultants from Ritchie and Associates carrying stop watches, watching their every move. The kind of stress this is creating is detrimental to all concerned. It's affecting people's performance on the job and is literally making people sick.

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The presence of Ritchie and Associates raises some questions. Why, when an institution such as UBC has such incredible resources in its Commerce Department and people who are renowned efficiency experts in their field, do we have to bring in a consulting firm from Los Angeles? Why has there been no involvement of the employees no matter how junior or senior, in any efficiency assessment? The people that know UBC the best are the people who work there. We can say for certain that the members of AUCE have some very distinct ideas on how efficiency can be improved at UBC. At no point has anyone sat down and asked us how we can help make UBC a better place. Why, at a time when UBC is undergoing severe budget constraints, are they spending vast quantities of money on outside consultants?

Ritchie and Associates are flying people from both Los Angeles and Toronto. They are staying in Lower Mainland hotels at great expense and undoubtedly their daily fee is considerable. What we need now at UBC is cooperation, not fear. We want to

help UBC become a stronger and better place. We want to help it survive these tough times. We can only do so if we're asked to help. Any study at UBC should be an interactive one. One that involves everyone.

We are part of UBC, it's time that management of the University stopped looking on us as the enemy and treated all employees with the respect they deserve.

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✓ I understand you correctly
you don't force great changes
O'Connor - it has now spent
1.4 m. of taxpayers money
in 6 months.

Are you telling us. where will
be no consequences for us if
we do not cooperate.