



Jan '86

BULLETIN

To: ALL CUE MEMBERS
RE: RITCHIE AND ASSOCIATES
FINAL REPORT ON FINANCIAL SERVICES

Just before Christmas, the Union received a copy of Ritchie and Associates' 'Final Project Report' on Financial Services. This time, in contrast to the presentation of the AV Services final report, there was no press conference, no meeting with the Unions, no procedures manual — just four pages of jargon and generalization in a plain brown envelope, so to speak. Without a full understanding of how the 'management control system' works, what does a sentence like this mean: 'By setting short term goals, through the use of Reasonable Expectancies (R/E's) and by developing a sense of urgency, the supervisors now have the means to accurately measure work accomplishment on a "short interval" basis.'? Some of the 'benefits' of the system are reported as follows: 'Supervision is better trained in management concepts'; 'There is a better awareness of operating conditions'; 'An increased and improved level of communication exists between supervision and management', etc. A brief attachment gives us a clearer sense of what has been accomplished. It explains the 'savings' to be realized: 13 positions (out of 54) are 'not required'; annualized savings resulting from R&A's recommendations will be \$247,570. An average wage for the positions to be cut multiplied by 13 would come to about \$247,570. A simple equation.

Currently the Financial Services Dept. is seriously backlogged, and understaffed. Some of the cuts have occurred already, and all of them will have been made by mid-Summer. Over the period of the R&A review, the University has left positions vacant in Finance, or filled them with agency temps. They have had a considerable number of vacancies: several people have resigned, and one was fired. Many others are anxiously looking for jobs elsewhere. An alarming number of positions are now filled through contracting out (agency temps), and some of these positions have now been filled by temps beyond the three months allowed in our contract. This problem is being grieved, and is also the subject of a complaint to the Labour Relations Board. It appears that the University is leaving vacancies, and hiring agency temps so that when the cuts are made they will not, technically, have to lay anyone off. There is a provision in our contract for the hiring of temporary employees, but the University does not want to do this because these employees would have rights under our contract, and would be entitled to continuing employment on campus if such employment were available.

It is hard to believe that Finance can survive the loss of 13 positions, given the chaotic situation that exists there now. Overtime is being required in some areas, and we have heard that people are taking work home with them for fear of not meeting deadlines, and not reporting this work as overtime. As for the work performed by the positions that are being cut, the remaining employees are being systematically trained to perform these duties, and the Union is concerned that the current unreasonable workload will be even further increased.

A full report on the Financial Services Dept., and the entire Ritchie and Associates' review, will be presented publically by the Union early in February. A researcher hired by the CUPE National is currently working on this project.

Ted Byrne
Union Coordinator

Handwritten signature/initials