

University of Maine System
Board of Trustees Meeting

Zoom Meeting
June 12, 2023

Human Resources & Labor Relations Committee Meeting

Present: **Committee Members:** Beth Dobson, Chair; Lisa Eames, Patrick Flood, Donna Loring, David MacMahon, Trish Riley, and Michael Michaud. **Other Trustees:** Barbara Alexander and Valerie Landry **Staff:** Kayla Flewelling, Carolyn Dorsey, and Judy Ryan. **Others:** Susan Cameron, and Ria DeMay

Trustee Dobson, Chair, welcomed everyone and called the meeting to order. The Clerk performed a roll call of the Committee members present.

Executive Session

On a motion by Trustee MacMahon, which was seconded by Trustee Flood, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee agreed to go into Executive Session under the provisions of:

- 1 MRSA Section 405 6-A to discuss the evaluation of personnel and the consideration and discussion of appointments, evaluations, employment and duties.
- 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Riley, which was seconded by Trustee MacMahon, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session.

At the conclusion of the Executive Session, the following agenda items were discussed:

Labor Relations Update

Director of Employee & Labor Relations Ria DeMay and Labor Relations Manager Susan Cameron offered an update on labor relations initiatives and the status of UMS collective bargaining efforts.

Ria DeMay discussed an update on the Graduate Student Unionization effort, which is being assisted by the United Auto Workers (UAW) in their unionizing efforts. Ria mentioned they are meeting everyday with the UAW to initiate the card counting of members as well as the process needed for recognizing volunteer recognition. There is an agreement that has been drafted to help guide this process and discussions will continue with UAW until they can reach the process to potentially do a volunteer recognition for the unionization process.

Ria DeMay continued by updating the ratifying three of the one-year extensions with UMPA (salary unit), ACCSUM (hourly unit), as well as the full-time faculty unit. These one-year extensions are effective 7/1/2023 through 7/1/2024 and the collective bargaining agreements will be updated to reflect these changes which will include at 3% increase across the board.

University of Maine System Hiring Policies and Procedures Review Update

Vice Chancellor Carolyn Dorsey began updating the committee regarding the work that has been ongoing over the past year to ensure that all System hiring policies and procedures are consistent with best practice, legal and collective bargaining agreement compliance, and consistent through the

campuses to the System. Work on an assessment of the Human Resources department has been completed, which has been described as very thorough and consisted of peer institution reviews to ensure that current practices have been aligned to best practice. There are ten findings that discuss the processes and procedures themselves, what make up those procedures, their criteria, and the expectations around the processes and outlined a few changes in how system processes can be improved and communicated with accountability measures to internal and external stakeholders.

Those ten key findings and recommendations are currently being addressed with work currently underway to address any gaps and inconsistencies found. This has included changes in leadership structuring and reporting to assist in streamlining and ensuring efficiencies and accountability throughout Human Resources. The search for a Chief Human Resources Officer will be started shortly.

An executive summary of this assessment and the findings will be provided to the Board of Trustees at the July 10, 2023, Board Meeting.

Additional information about the meeting can be found on the Board of Trustees website:
<https://www.maine.edu/board-of-trustees/meeting-agendas-materials/human-resources-and-labor-relations/>

Adjournment

Kayla Flewelling, Interim Clerk