

University of Maine System
Board of Trustees Meeting

Zoom Meeting
August 21, 2023

Human Resources & Labor Relations Committee Meeting

Present: **Committee Members:** Patrick Flood, Chair; Lisa Eames, Donna Loring, David MacMahon, Trish Riley, and Michael Michaud. **Other Trustees:** Valerie Landry
Staff: Chancellor Malloy, Kayla Flewelling, Carolyn Dorsey, Ryan Low and Paul Chan **Presidents:** Joan Ferrini-Mundy, Jenifer Cushman **Others:** Susan Cameron, and Ria DeMay

Trustee Flood, 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 Michaud, which was seconded by Trustee Eames, 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 Eames, 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 a summary regarding the status of recent negotiations and a summary of collaborative labor/management working groups formed because of these negotiations.

Ria began with the graduate unionizing efforts; an agreement has been met with UAW and the volunteering recognizing process has been agreed upon and will contain a card count which will also involve an agreed upon third party who will help to compare the lists of appropriate graduate students to the cards that have been provided by UAW and the graduate students. This process will begin in the next week. Depending on next steps the process is moving forward as planned.

Bargaining updates for the teamsters, the Police and PAFTA have been given counter proposals from the System. They will convene with their members and offer a response in the next few weeks regarding this.

Finally, Ria discussed an update on distance education. A hearing was scheduled for August 23rd, and although preparations had been underway, and unexpected scheduling conflict came up on the union side which has postponed that hearing. A new date will be arranged as soon as possible.

University of Maine System Hiring Procedures Action Update

Vice Chancellor Carolyn Dorsey presented an update on actions that have been taken because of the University of Maine System Hiring Policies and Procedures Review process, which has been completed. Vice Chancellor Dorsey notes that 9 of the 10 recommendations that resulted from this review have been either completed or are underway, with all recommendations scheduled to be completed before the end of the year. The only recommendation that has not been initiated regards the movement of these recommendations to the public facing components of the System website, however a team member of the website management team is currently reviewing this recommendation and the Executive Summary prior to posting.

An additional 8 areas that were not covered thoroughly in the HR review have been identified as needing additional work, with 4 areas already being addressed to include: Orientation and Onboarding, Executive Employment, Scaling of Research Employment across the System and HR technology integration efforts to support the size of employment numbers currently held by the System. The other 4 areas that will be addressed in the future are: Internal Promotions, Separations and Terminations, Grievances and Salary Increases for Employees in Management Group.

One of the recommendations that entailed restructuring the reporting structure under the Chief Human Resources Officer (CHRO) has been addressed and is currently in process and going through further review processes, as well as the job description for the CHRO as that search is begun.

Vice Chancellor Dorsey took a moment to thank all of the employees who are currently in Human Resources and have put time and effort into working with and through this review process and they have needed to step in and take interim appointments as staffing positions have been either created or filled.

Updates on Topics Raised During Recent Board of Trustees Public Comment Period

Vice Chancellor Carolyn Dorsey provided a brief update on topics raised during the public comment period at the March 27, 2023, Board of Trustees Meeting. These concerns have regarded retiree health benefits. Vice Chancellor Dorsey noted this retiree group meets monthly to discuss concerns with System Staff in which helpful dialogue and discussions have been continued with that group and another group involving the retiree health benefits representative (EPTIF) has also meets monthly however in separate meetings, has been approached by the System to meet jointly in the next month to have a group dialogue about concerns and is hopeful that this concerted effort will help identify ways in which those concerns can be addressed and resolved.

Human Resources and Labor Relations Committee FY2024 Work Plan and Strategic Plan Initiatives

Vice Chancellor Carolyn Dorsey discussed with the Human Resources and Labor Relations Committee the current and ongoing review of the draft FY2024 Committee Work Plan and Strategic Plan initiatives in preparation for submission at the September 10-11, 2023, Board of Trustees 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/>

Human Resources & Labor Relations Committee Meeting
April 24, 2023

Adjournment

Kayla Flewelling, Interim Clerk