

University of Maine System  
Board of Trustees Meeting

Zoom Meeting  
January 8, 2024

**Human Resources & Labor Relations Committee Meeting**

**Present:** **Committee Members:** Patrick Flood, Chair; Lisa Eames, David MacMahon, Trish Riley, and Michael Michaud. **Other Trustees:** Valerie Landry. **Staff:** Chancellor Malloy, Kayla Flewelling, Carolyn Dorsey, Ryan Low, Elizabeth Stickler, and Paul Chan. **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 MacMahon, 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, 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**

The Senior Director of Labor and Employee Relations, Ria DeMay, provided a summary regarding the status of recent negotiations as well as a summary of collaborative labor/management working groups formed as a result of these negotiations.

She is currently in negotiations with UAW, and they will work to finalize the bargaining agreement.

The teamsters have voted to ratify the agreement reached; the next step will be for board approval at the January board meeting.

Three of the bargaining units will begin negotiations in February and March. Distance education had a fact-finding mission and in about two months should get the briefs.

**Status of Hiring Process & Procedures Process Update**

Acting Vice Chancellor for Strategic Initiatives (VCSI), Carolyn Dorsey, presented a brief update regarding work underway to update the University of Maine System's hiring processes and procedures. The committee will be able to review the documents.

### **Vice Chancellor of Strategic Initiatives General Update**

Acting Vice Chancellor for Strategic Initiatives (VCSI), Carolyn Dorsey, provided a brief update on current human resource related projects and initiatives, including current employment searches under the strategic initiatives department. The clerk of the board search is completed, two other searches are for Chief Human Resource officer and the administrative assistant for that office.

### **Strategic Planning Update**

Acting Vice Chancellor for Strategic Initiatives (VCSI), Carolyn Dorsey, provided a brief update on strategic planning initiatives that intersect with the Human Resources and Labor Relations Committee work plan. The work plan is being shifted to be more chronological.

Chair Flood thanked Interim Clerk Kayla Flewelling for her work and welcomed new Clerk Elizabeth Stickler.

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

Elizabeth Stickler, Clerk