

University of Maine System
Board of Trustees Meeting

Zoom Meeting
October 16, 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, Jeffrey St. John and Paul Chan **Presidents:** Joan Ferrini-Mundy, Jenifer Cushman **Others:** Susan Cameron, and Ria DeMay, Denise Stephenson (Senior Director of Health & Benefits at Willis Towers Watson)

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, UMPSA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Eames, which was seconded by Trustee Michaud, 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:

Employee Health Plan Task for (EHPTF) Scorecard

Senior Director of Health and Benefits at Willis Towers Watson presented the Employee Health Plan Task Force (EHPTF) Scorecard. This scorecard was created in 2010 as a multi-stakeholder committee focused on Medical Plan management. Members include key stakeholders from the Executive Team, Campus Leadership, Finance, Human Resources, Bargaining Leadership, Union Leadership & Non-Unionized employees. EHPTF has an established charter and has identified four primary pillars for its work focus:

1. Steerage to high performing providers
2. Targeted features that drive positive utilization patterns
3. Supporting programs that encourage employees to take care of themselves.
4. Ensuring employee awareness of programming available

Overall, the scorecard showcased national and comparative trends in plan costs, utilization of emergency and urgent care, as well as pharmaceutical use within the health plan by providers, the number of participants in the wellness programs sponsored by the health plan, the usage of preventative care visits through 2022 culminating in a final report of a relatively stable health score across the system that has maintained stability over the past few years.

Labor Relations Update

The Senior Director of Labor and Employee Relations, Ria DeMay, provided a brief 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.

The Graduate Student Union has been officially recognized by the Maine Labor Relations Board. UMS is finalizing the bargaining team for negotiations. Labor Relations is planning for initial conversations to begin with the union at the end of October.

Service & Maintenance and Police have declared an impasse and mutually filed for mediation between collective bargaining and the police. UMS is awaiting the assignment of a mediator from the MLRB and are working with outside counsel through the process.

PATFA (Part-Time Faculty) is waiting for their members to approve the potential tentative agreement.

Regarding distance education, outside counsel has explored whether fact-finding can be skipped and moved to straight to arbitration, which does not appear to be a viable option at this time. The fact-finding is being rescheduled for December.

Current Human Resources Search Updates

Vice Chancellor Carolyn Dorsey provided a brief update on current employment searches that are being processed through human resources.

Human Resources Structure Update

Vice Chancellor Carolyn Dorsey provided a brief update on the implementation of the new structure of the Human Resources Department and the positive impact this change has had on both staff and the department.

Human Resources Procedures Update

Along with the structure change, several procedures also shifted within Human Resources to match new reporting structures, to which Vice Chancellor Carolyn Dorsey briefly described.

Dr. Laliberte Contract Compliance

Vice Chancellor Carolyn Dorsey provided a brief update on communications and the compliance of Dr. Laliberte. Currently Dr. Laliberte continues to be compliant to his contract with the System.

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