



Board of Trustees
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August 27, 2019

TO: Members of the Executive Committee

FR: Ellen N. Doughty, Clerk of the Board *Ellen Doughty*

RE: **August 27, 2019 - Executive Committee**

The University of Maine

University of Maine
at Augusta

University of Maine
at Farmington

University of Maine
at Fort Kent

University of Maine
at Machias

University of Maine
at Presque Isle

University of
Southern Maine

The Executive Committee will meet from **9:30 am to 10:00 am on August 30, 2019**. The Committee will go directly into Executive Session to discuss collective bargaining. At the conclusion of the Executive Session, the Committee will reconvene a brief public meeting to take action.

The meeting will be located in the University of Maine System Executive Offices, Rudman Conference Room, 253 Estabrooke Hall, 15 Estabrooke Drive in Orono. The conference call numbers to participate in the meeting will be distributed separately.

The meeting materials will be posted to the Diligent Board Portal as well as the Board of Trustees website (<http://www.maine.edu/about-the-system/board-of-trustees/meeting-agendas/executive-committee/>).

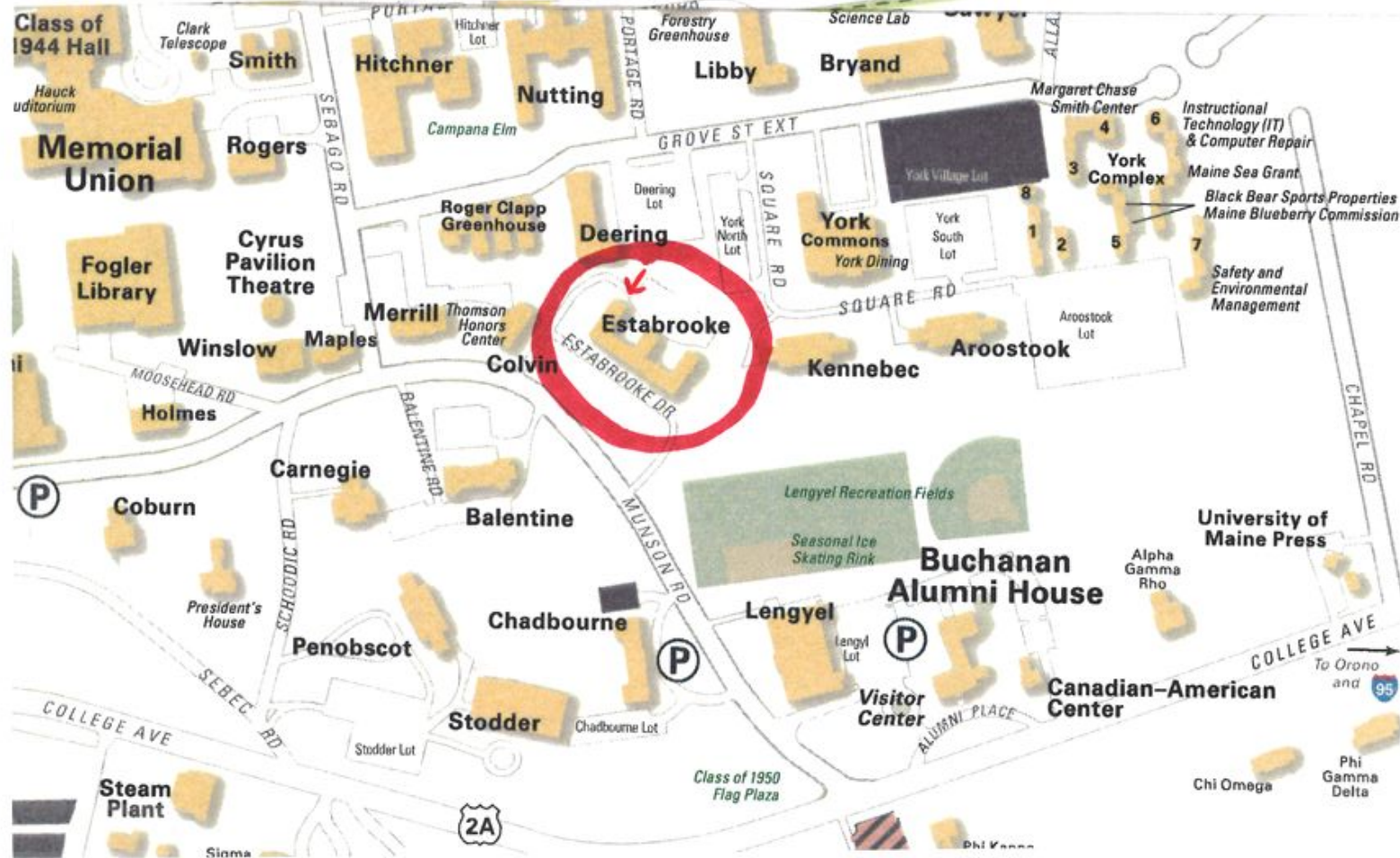
If you have questions about the meeting arrangements or accessing the meeting materials, please call me at 581-5840.

cc: Dannel Malloy, Chancellor
Trustees (who are not members of the Executive Committee)
Presidents

University of Maine System

15 Estabrooke Drive, Orono

Rudman Conference Room
253 Estabrooke Hall, 2nd Floor
15 Estabrooke Drive, Orono



Directions to the UMS located on the UMaine Campus

From the South on I-95: take exit 191 to Kelly Road and turn right. Continue on Kelly Road for 1 mile until you reach the traffic light, then turn left onto Route 2 and go through downtown Orono. Cross the river. Turn left at the lights onto College Avenue. Buchanan Alumni House will be the first campus-related building on your right. Right after the Buchanan Alumni House, take a right onto Muson Road. Estabrooke Hall is the building on the right after Lengyel.

From the North on I-95: take exit 191 to Kelly Road and turn left. Continue on Kelly Road for 1 mile until you reach the traffic light, then turn left onto Route 2 and go through downtown Orono. Cross the river. Turn left at the lights onto College Avenue. Buchanan Alumni House will be the first campus-related building on your right. Right after the Buchanan Alumni House, take a right onto Muson Road. Estabrooke Hall is the building on the right after Lengyel.

The UMS is located on the 2nd floor of Estabrooke Hall. Enter Estabrooke Hall from the back of the building, the entrance closes to Deering Hall.

Board of Trustees
Executive Committee Meeting

August 30, 2019
9:30 – 10:00 AM
Rudman Conference Room, 253 Estabrooke Hall, Orono

AGENDA

Executive Session

The Executive Committee will go directly into Executive Session.

Following the Executive Session, a brief public meeting will be reconvened to vote on the following items:

- TAB 1** Approval of Collective Bargaining Agreement, AFUM
- TAB 2** Approval of Collective Bargaining Agreement – The Maine Part-Time Faculty Association (PATFA), American Federation of Teachers Local #4593, AFT-Maine, AFL-CIO
- TAB 3** Approval of Collective Bargaining Agreement – Teamsters Union Local #340, Service and Maintenance Unit
- TAB 4** FY2020 & FY2021 Compensation and Benefit Changes for Non-Represented Employees

Action items within the Committee purview are noted in green.
Items for Committee decisions and recommendations are noted in red.

Note: Times are estimated based upon the anticipated length for presentation or discussion of a particular topic. An item may be brought up earlier or the order of items changed for effective deliberation of matters before the Committee.



AGENDA ITEM SUMMARY

1. **NAME OF ITEM:** Approval of Collective Bargaining Agreement, AFUM
2. **INITIATED BY:** James R. Erwin, Chair
3. **BOARD INFORMATION:** **BOARD ACTION:** X
4. **OUTCOME:** **BOARD POLICY:**
University workforce engagement Section 407 Labor Relations
5. **BACKGROUND:**

The Board of Trustees delegates responsibility for negotiating collective bargaining agreements to the Chancellor. The Chancellor reports tentative agreements to the Board for approval prior to executing the agreements.

The University has reached a tentative agreement with the Associated Faculties of the Universities of Maine (AFUM, MEA/NEA) representing the full-time faculty. The Executive Committee of the Board of Trustees will be briefed on the terms of the Agreement at the meeting.

The Human Resources/Labor Relations Committee approved this recommendation to be forwarded to the Executive Committee of the Board of Trustees for approval at the August 30, 2019 meeting.

6. **TEXT OF PROPOSED RESOLUTION:**

That the Executive Committee of the Board of Trustees authorize the Chancellor to execute the collective bargaining agreement with the Associated Faculties of the Universities of Maine (MEA/NEA) upon notice that the agreement has been ratified by the union.

08/27/2019



AGENDA ITEM SUMMARY

1. **NAME OF ITEM:** Approval of Collective Bargaining Agreement – The Maine Part-Time Faculty Association (PATFA), American Federation of Teachers Local #4593, AFT-Maine, AFL-CIO

2. **INITIATED BY:** James R. Erwin, Chair

3. **BOARD INFORMATION:** **BOARD ACTION:** X

4. **OUTCOME:** University workforce engagement **BOARD POLICY:** Section 407 Labor Relations

5. **BACKGROUND:**

The Board of Trustees delegates responsibility for negotiating collective bargaining agreements to the Chancellor. The Chancellor reports tentative agreements to the Board for approval prior to executing the agreements.

The University has reached a tentative agreement with The Maine Part-Time Faculty Association, American Federation of Teachers Local #4593, AFT-Maine, AFL-CIO. The Executive Committee of the Board of Trustees will be briefed on the terms of the Agreement at the meeting.

The Human Resources/Labor Relations Committee approved this recommendation to be forwarded to the Executive Committee of the Board of Trustees for approval at the August 30, 2019 meeting.

6. **TEXT OF PROPOSED RESOLUTION:**

That the Executive Committee of the Board of Trustees authorize the Chancellor to execute the collective bargaining agreement with The Maine Part-Time Faculty Association, American Federation of Teachers Local #4593, AFT-Maine, AFL-CIO, upon notice that the agreement has been ratified.



AGENDA ITEM SUMMARY

1. **NAME OF ITEM:** Approval of Collective Bargaining Agreement:
Teamsters Union Local #340, Service and Maintenance Unit

2. **INITIATED BY:** James R. Erwin, Chair

3. **BOARD INFORMATION:** **BOARD ACTION:** X

4. **OUTCOME:** University workforce engagement **BOARD POLICY:** Section 407 Labor Relations

5. **BACKGROUND:**

The Board of Trustees delegates responsibility for negotiating collective bargaining agreements to the Chancellor. The Chancellor reports tentative agreements to the Board for approval prior to executing the agreements.

The University has reached a tentative agreement with the Teamsters Union Local #340, Service and Maintenance Unit. The Executive Committee of the Board of Trustees will be briefed on the terms of the Agreement at the meeting.

The Human Resources/Labor Relations Committee approved this recommendation to be forwarded to the Executive Committee of the Board of Trustees for approval at the August 30, 2019 meeting.

6. **TEXT OF PROPOSED RESOLUTION:**

That the Executive Committee of the Board of Trustees authorize the Chancellor to execute the collective bargaining agreement with the Teamsters Union Local #340, Service and Maintenance Unit upon notification that the agreement has been ratified by the union.



AGENDA ITEM SUMMARY

- 1. **NAME OF ITEM:** FY2020 & FY2021 Compensation & Benefit Changes for Non-Represented Employees
- 2. **INITIATED BY:** James R. Erwin, Chair
- 3. **BOARD INFORMATION:** **BOARD ACTION:** X
- 4. **OUTCOME:** **BOARD POLICY:**
 University Workforce Engagement Section 407 Labor Relations
- 5. **BACKGROUND:**

Non-represented employees in the following categories are in positions which are not covered by collective bargaining agreements. Compensation and employment policies for these employees are recommended by the Chancellor and approved by the Board of Trustees. The Board of Trustees approved compensation increases for Non-represented Salaried and Hourly staff at its July 2019 meeting. The following groups have not been approved for compensation increases.

- a. Management Group, positions at or above the level of dean;
- b. Non-Represented Faculty, excluding Law Faculty, full-time and part-time non-represented faculty;
- c. Presidents

The Chancellor recommends wage, salary and benefit adjustments for non-represented employees in these categories for FY2020 and FY2021 as follows:

Salaries

The following describes pay increases available to eligible employees in each category. These employees may also be eligible for individual pay increases under existing policies such as promotion, reclassification, the addition of significant increased responsibilities, retention, and correction of inequities.

To be eligible for an increase described below an employee must be actively employed and receiving pay in the pay period in which the increase is processed. To be eligible for the FY2020 increase, employees must have been employed in a regular status as of June 30, 2019. To be eligible for the FY2021 increase, employees must have been employed in a regular status as of June 30, 2020.

Non-Represented Faculty Including Law Faculty

- For full-time non-represented faculty, salary increases, health plan premiums and any other benefit changes will be equivalent to what the faculty members would receive if they were included in the full-time faculty bargaining unit.
- For non-represented part-time faculty, salary increases and any other benefit changes will be equivalent to what the faculty members would receive if they were included in the part-time faculty bargaining unit, unless otherwise indicated below.
- Effective July 1, 2019, Law School faculty will receive an across-the-board increase of 3%. Effective July 1, 2020, Law School faculty will receive an across-the-board increase of 3%.

Management Group and Presidents

- FY2020 each president and the Chancellor will have an amount equal to 3% of the salary base for that group of employees, to be distributed by the president and Chancellor on the basis of performance, to correct inequities and for retention. All increases awarded from this pool will be effective July 1, 2019.
- FY2021 each president and the Chancellor will have an amount equal to 3% of the salary base for that group of employees, to be distributed by the president and Chancellor on the basis of performance, to correct inequities and for retention. All increases awarded from this pool will be effective July 1, 2020.

Health Insurance Plan and Wellness Incentive

Non-Represented Hourly, Non-Represented Salaried, Non-Represented Faculty, Law Faculty, Non-Represented Part-time Faculty, Management Group, Presidents and Chancellor:

Health plan provisions and premium share and wellness program incentives will be modified if necessary to manage the increase in the group health plan for calendar year 2020. Plan modifications will be reviewed by the Employee Health Plan Task Force and to the extent possible will be consistent with the pathways established by the Task Force.

The Human Resources/Labor Relations Committee approved this recommendation to be forwarded to the Executive Committee of the Board of Trustees for approval at the August 30, 2019 meeting.

6. TEXT OF PROPOSED RESOLUTION:

That the Executive Committee of the Board of Trustees approve the recommendation for the Non-Represented Compensation and Benefit changes for FY2020 and FY2021 as presented.