

University of Maine System
Board of Trustees Meeting

at the University of Maine System
Rudman Conference Room, 253, Estabrooke Hall, Orono

February 24, 2020

Human Resources & Labor Relations Committee Meeting

Present: **Committee Members:** James Erwin; Chair Pro tem (at USM), Betsey Timm (by phone), Sven Bartholomew, Trevor Hustus (at USM), Michael Michaud, and Kelly Martin (by phone). **Staff:** Chris Lindstrom, Heather Massey, Ryan Low (at UMA), David Demers (at UMA), James Thelen (at USM), and Tracy Elliott (by phone).

Absent: Samuel Collins and Trish Riley.

Trustee Erwin, Chair Pro tem, called the meeting to order and welcomed everyone.

Board of Trustees Policy 411 Health Insurance for Retirees and Former Employees on Long Term Disability.

UM Vice President of Campus Human Resources and UMS Interim Co-Chief Human Resources Officer, Mr. Chris Lindstrom provided information on a proposed update to Board Policy 411. Currently health insurance for retirees and former employees on long term disability is the only employee or retiree benefit tied to a Board Policy. Mr. Lindstrom is proposing that Board Policy 411 be repealed and replaced by an Administrative Practice Letter (APL), to achieve consistency with other employee and retiree benefit procedures. The proposal to repeal Board Policy 411 and replace it with an APL will be presented for approval at the Board of Trustees meeting on March 15-16, 2020.

On a motion by Trustee Hustus, which was seconded by Trustee Bartholomew, the Human Resources and Labor Relations Committee approved the following resolution to be forwarded to the Consent Agenda for Board of Trustee approval at the March 15-16, 2020 Board meeting:

That the Board of Trustees accepts the recommendation of the Human Resources and Labor Relations Committee and approves the repeal of Board of Trustees Policy 411 - *Health Insurance for Retirees and Former Employees on Long Term Disability*, in favor of establishing an Administrative Practice Letter (APL) for the same purpose.

Executive Session

On a motion by Trustee Michaud, which was seconded by Trustee Hustus, and approved by all members 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.

On a motion by Trustee Michaud, which was seconded by Trustee Bartholomew, and approved by all members present, the Human Resources & Labor Relations Committee concluded the Executive Session.

Additional information about the meeting can be found on the Board of Trustees website:

<https://www.maine.edu/board-of-trustees/wp-content/uploads/sites/12/2020/02/MtgMat-HR-022420.pdf>

Adjournment

Heather A. Massey for

Ellen N. Doughty, Clerk