

University of Maine System
Board of Trustees Meeting

Zoom Meeting
March 4, 2024

Human Resources & Labor Relations Committee Meeting

Present: **Committee Members:** Patrick Flood, Chair; David MacMahon, Donna Loring, Trish Riley, Michael Michaud, and Valerie Landry. **Presidents:** Joan Ferrini-Mundy **Staff:** Chancellor Malloy, Carolyn Dorsey, Jeffrey St. John, Ryan Low, Kaitlin Adeloye, Elizabeth Stickler, and Paul Chan. **Others:** Jason Talbert, Tamara Mitchell, Susan Cameron, and Ria DeMay.

Trustees Not Attending: Lisa Eames

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 MacMahon, 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.

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.

UMS Fraternal Order of Police Employees - MainePERS Changes

[Senior Director of Employee & Labor Relations Ria DeMay and Senior Labor Relations Manager Susan Cameron]

UMS and the Fraternal Order of Police, Lodge # 100 (“FOP”) reached a tentative agreement in negotiations of a successor collective bargaining agreement. This tentative agreement will be before the UMS Board of Trustees for ratification at the March 24, 2024, meeting.

Within this tentative agreement is a provision that FOP unit members who participate in MainePERS will be able to purchase credit for service at their own cost.

For UMS police unit employees who participate in MainePERS to be able to purchase credit, the UMS Board is required to approve limited participation with MainePERS on the terms set forth in the resolution below.

On a motion by Trustee MacMahon, seconded by Trustee Michaud, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee approved the following

resolution to be forwarded to the Board of Trustees for approval at the April 7-8, 2024, Board Meeting:

That the UMS Board of Trustees accepts the recommendation of the Human Resources and Labor Relations Committee and agrees to allow the purchase of prior service. Prior service is defined as service to the University of Maine System Prior to July 1, 2022. The Board of Trustees agrees to the following terms:

- a) To allow its eligible police union members who elected to join MainePERS, to purchase credit for service to UMS prior to July 1, 2022, upon the employees' full payment of all associated costs. UMS will not participate in the purchase of prior service and so employees who wish to purchase prior service are responsible for paying the full liability associated with it; and
- b) To authorize the UMS Chancellor Dannel Malloy to sign the amended agreement between the University of Maine System and the Maine Public Employees Retirement System.

Status of Hiring Process & Procedures Process Update

Acting Vice Chancellor for Strategic Initiatives (VCSI), Carolyn Dorsey and Consultant to Human Resources, Tamara Mitchell, presented a brief update regarding work underway to update the University of Maine System's hiring processes and procedures.

A brief update was given in regard to the University of Maine at Farmington Presidential Appointment of Joseph McDonnell, with the Human Resources and Labor Relations Committee voting on the following resolution:

On a motion by Trustee MacMahon, seconded by Trustee Riley, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee approved the nomination for the position of President at the University of Maine at Farmington and forwarded the charge to allow the Chancellor to end negotiations to the Executive Committee.

Strategic Planning Update

Acting Vice Chancellor for Strategic Initiatives (VCSI), Carolyn Dorsey, will provide 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.

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