

Board of Trustees
Human Resources / Labor Relations Committee

March 4, 2024

2:00 PM

ZOOM – No Physical Location is Available

The public is invited to view the meeting on YouTube. The link to the Board of Trustees YouTube page can be found the Board website: <https://www.maine.edu/board-of-trustees/>

AGENDA

2:00-3:30

Executive Session

The Human Resources & Labor Relations Committee will enter Executive Session under the provisions of: 1 MRSA Section 405 6-A & 6-D.

3:30-4:05

Public Meeting Agenda

- TAB 1 Labor Relations Update
- TAB 2 UMS Fraternal Order of Police Employees - MainePERS Changes
- TAB 3 Status of Hiring Process & Procedures Process Update
- TAB 4 Strategic Planning Update

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: UMS Fraternal Order of Police Employees – MainePERS Changes

INITIATED BY: Patrick Flood, Chair

BOARD INFORMATION:

BOARD ACTION: X

BOARD POLICY:

407 – Labor Relations

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

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.

In order 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.

TEXT OF PROPOSED RESOLUTION

That the Human Resources and Labor Relations Committee approves 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.

02/22/2024

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Status of Hiring Process & Procedures Process Update

INITIATED BY: Patrick Flood, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

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

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

That the Human Resources and Labor Relations committee approve the nomination for the position of President at the University of Maine at Farmington and forward the charge to allow the Chancellor to end negotiations to the Executive Committee.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Strategic Planning Update

INITIATED BY: Patrick Flood, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

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.

02/22/2024