

Board of Trustees

Human Resources & Labor Relations Committee

August 25, 2025

Zoom Meeting

Present: **Committee Members:** Patrick Flood, Chair; David MacMahon, Riley Worth, Michael Michaud & Philip Hussey. **Chancellor:** Dannel Malloy; **System Staff:** Carolyn Dorsey, Jeffrey St. John, Ryan Low, Susan Cameron, Amie Parker, Lisa Landry, Ryan Whitlock & Elizabeth Stickler **Presidents:** Joan Ferrini-Mundy
Others: Gabe Paquette

Committee Members Absent: Donna Loring, 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 MacMahon, which was seconded by Trustee Hussey, 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 Hussey, which was seconded by Trustee Eames, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session

Human Resources and Labor Relations Committee Chair Flood started the public meeting with relevant announcements and updates. In the introduction, Senior Director of Labor Relations Ryan Whitlock was asked to introduce himself and was welcomed by the committee to the group.

Labor Relations Update

Vice Chancellor Carolyn Dorsey highlighted key achievements such as the signing of multi-year contracts with bargaining units and ongoing collaboration with the graduate student union. Senior Director of Labor Relations, Ryan Whitlock, emphasized the importance of recent contract ratifications (Teamsters and Police were ratified on July 25, 2025, and July 29, 2025, respectively, with both currently being in the implementation phase) and continued focus on healthcare and compensation for graduate workers through weekly meetings.

The faculty union is engaged in ongoing negotiations concerning distance education payments, despite filing an appeal in court regarding a previous arbitration decision. Negotiations with the faculty union regarding the arbitration decision continue, with updates to follow on that progress.

Human Resources and Labor Relations FY26 Work Plan Updates

Chief Human Resources Officer, Amie Parker, and Vice Chancellor Dorsey provided a brief overview of the FY2026 HR/LR Work Plan as it continues to align agenda items closely with the calendar for optimal tracking and progress reporting. The work plan integrates strategic areas and offers a full schedule of HR reports distributed throughout the year, fostering informed decision-making, while also housing standing agenda items such as collective bargaining, compliance issues update as well as other ad hoc items and timely HR initiatives.

HR reports such as Employee Health Plan Task Force Scorecard, management group report, and workforce profile and turnover reports are spaced throughout the year to ensure timely updating.

HR/LR Strategic Planning Discussion

This discussion focused on updates on labor relations and human resources as an integral part of the strategic plan, with a continuous review of any necessary changes in personnel and policy to be discussed throughout the year. The aim of strategic plan tracking within the HR/LR work plan aims to ensure that throughout the system HR continues to ensure access for students, faculty and staff, maintains a safe environment and attracts and retains top students and employees nationally.

The work plan outlined specific strategic plan initiatives that the committee would closely follow and report on throughout the year to include Place to Work actions, initiatives around mental health and employee health initiatives as well as some focus on re-working the Justice, Equity, Diversity, and Inclusion (JEDI) action items which focuses on addressing systemic barriers in recruitment and retention throughout the system, particularly for historically underrepresented groups. The Affirmative Action Program is also being revised to comply with new federal regulations with ongoing work with a third party, Berkshire Associates, to ensure compliance and preparation for any potential federal audits.

Emeritus Status Exception Request Per Policy 406, Section 7

President Ferrini-Mundy briefly presented this item for committee vote with full support and approval from Chancellor Malloy. This request is for Emeritus Status to be awarded to a professor who is retired despite a shorter tenure at the University of Maine than what Policy 406 outlines as a requirement. This exceptional individual was discussed in executive session, and their recognition of receiving this honor agreed upon by all to be appropriate at this time. Upon approval by the HR/LR committee this item will then move to the September 15, 2025 Board Meeting to the Consent Agenda for a final vote.

The President expressed gratitude to the committee and board for considering this policy exemption, affirming the candidates outstanding qualification, with Chancellor Mallow also supporting this approval give the exceptional career and contribution to the University of Maine System of this individual.

On a motion by Trustee MacMahon, which was seconded by Trustee Michaud and approved by a roll call vote of all Trustees present, the Human Resources and Labor Relations Committee approved the following resolution to be forwarded to the consent agenda of the September 15, 2025, Board of Trustees meeting for approval of the following resolution:

That the Human Resources and Labor Relations Committee, acting on behalf of the Board of Trustees, approves the award of emeritus status for a retired member of university faculty as recommended by the Chancellor.

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, for
Elizabeth Stickler, Clerk