

Board of Trustees
Human Resources & Labor Relations Committee

October 27, 2025

Zoom Meeting

Present: **Committee Members:** Patrick Flood, Chair; David MacMahon, Riley Worth, Roger Katz & Trish Riley. **Chancellor:** Dannel Malloy; **System Staff:** Carolyn Dorsey, Ryan Low, Susan Cameron, Amie Parker, Lisa Landry, Ryan Whitlock & Elizabeth Stickler **Presidents:** Joan Ferrini-Mundy

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 Riley, which was seconded by Trustee Worth, 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, UMPSA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Riley, which was seconded by Trustee MacMahon, and approved by a vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session

Welcome from Committee Chair

Human Resources and Labor Relations Committee Chair Flood started the public meeting with relevant announcements and updates.

Employee Health Plan Task Force (EHPTF) Scorecard

Denise Stephenson, from WTWCO, opened the scorecard discussion by reporting on the accomplishments and ongoing efforts of the employee health plan task force, detailing its focus on healthcare cost management and population health stability. Recognizing the challenges posed by high-cost claimants and pharmacy costs, the task force aims to promote preventive care and self-management solutions within the system.

Denise presented data from calendar year 2024 on the employee health plan task force, created in 2010 post-ACA, focusing on bending healthcare cost trends through medical management. The task force includes leadership from HR, finance, various campuses, bargaining teams, and non-

represented employees. Key pillars of the task force's work include network steering toward high-quality providers, plan design to drive positive utilization, encouraging self-care among the population, and engaging various community cohorts.

An historical view of health plan performance shows UMS plan cost trends mirroring the national trend but influenced by high-cost claimants, notably in oncology. Pharmacy costs have been a primary driver. Currently, UMS is transitioning to Anthem's network after going out to bid for 2026, aiming to resolve the Northern Light network/provider disruption for strong in-network access. Because of the increase in providers falling out of the network the task force decided to waive cost sharing on telehealth to increase utilization as an alternative to emergency and urgent care when appropriate.

In other news, despite pharmacy being a cost driver, UMS has best-in-class use of generic drugs and cost-effective Retail90 network utilization. In 2025, a new EAP provider was launched to improve usage across the system, with support from a subcommittee, and usage has improved.

Starting January 1, 2026, the task force will streamline the wellness program using Anthem's platform, eliminating Level 1 requirement and offering incentives for engagement. UMS will revamp open enrollment, launch Anthem, CAPRX, and EAP suite, communicating changes with an HR roadshow to encourage signups while monitoring preventive care performance, with UMS having consistently outperformed national norms, and medication adherence is maintained despite the change in provider to track health stability across the changing demographic of Maine, nothing the trend of younger healthcare users entering the system.

Healthcare Plan Administrator RFP Update

Chief Human Resources Officer, Amie Parker, provided a brief update of an update to the healthcare provider Anthem. The committee was informed that the organization is transitioning its healthcare plan to Anthem starting January 1, 2026, and the prescription provider will be CAPRX.

Informational sessions have been conducted in preparation for annual enrollment, which runs from November 3 to November 24. There are concerns about the Anthem transition due to ongoing negotiations with Northern Light Health. The situation is being actively monitored.

The University of Maine System is prepared to negotiate the impact of network changes should negotiations with Northern Light Health prove unsuccessful.

Acknowledgement was given to Carla Varnum and her team for their leadership in the transition process.

Labor Relations Update

Senior Director of Labor Relations, Ryan Whitlock, provided a brief update on ongoing labor relations discussions.

Ryan Whitlock briefly discussed graduate worker negotiations and arbitration, appeals and attempts to finalize agreements and manage wage recognition decisions.

Since the last meeting on August 25th, there have been 8 meetings resulting in 8 additional tentative agreements, totaling 29 signed agreements, with 10 agreements still outstanding. Next meetings with graduate workers are scheduled for October 30th and November 25th, with 6 meetings planned over a four-week period. Both sides appear committed to finalizing an agreement.

On the matter of distance education arbitration, a decision on July 7th determined that distance education payments are wages. The union appealed, submitting their brief on October 14th. The university's brief on the distance education arbitration appeal is due November 13th, followed by a meeting with the union on November 14th to negotiate a settlement, with a mediator present.

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