

8-11-1976

Board of Trustees Personnel and Employee Relations Committee August 11, 1976

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APPROVED BY THE BOARD OF TRUSTEES

By: September 22, 1976
Margaret K. Dexter, Clerk

UNIVERSITY OF MAINE
BOARD OF TRUSTEES

August 11, 1976
Bangor, Maine

PERSONNEL AND EMPLOYEE RELATIONS COMMITTEE

PRESENT: Chairman Francis A. Brown*, Artemus E. Weatherbee*, Thomas F. Monaghan*, John C. Donovan*, James H. Page, Elizabeth S. Russell, and Susan R. Kominsky.
STAFF: Chancellor Patrick E. McCarthy, Robert B. Binswanger, Paul Frinsko.

*Members of the Personnel and Employee Relations Committee.

Chairman Brown convened the meeting. The minutes of June 22, 1976 were approved as circulated.

Collective Bargaining Update. Mr. Binswanger gave an oral presentation to the Committee on the status of collective bargaining. The Chairman asked what was being done to provide the campuses with the benefit of what we had learned from our seminars and from our consultants on collective bargaining. Mr. Binswanger replied that a schedule already had been worked out, that an on-going policy planning committee existed and that orientation sessions will be held on each campus soon.

Mr. Binswanger introduced a survey report on Personnel operations. The Chairman inquired as to the source of the report and Mr. Binswanger replied that we had hired a personnel consultant, Gary Wulf, Director, System Personnel Services, University of New Hampshire.

The Chancellor pointed out that this report has a special relationship to this Committee. He said implementation of this report should come later and should be implemented by the Vice Chancellor for Administration.

Mr. Binswanger said that all of our consultants have indicated for most effective, economical and efficient operation all issues related to collective bargaining are properly the domain of this Committee which would include earlier focus on students, finance or programs by other committees. The Committee agreed. Chairman Brown said he would commune with the Chairman of the Student Affairs Committee and that he hoped they would arrive at a decision as to which committee properly has jurisdiction over these issues.

The Committee then turned to a discussion of that section of "Policy for Selection of Students for Involvement in the Collective Bargaining Process" in which it is stated that "there shall be twelve (12) student representatives, etc." As an outgrowth of that discussion, the Committee asked for a legal opinion on the appropriateness of more than three students participating and asked Mr. Binswanger to seek written opinion from University counsel Mr. Frinsko.

A copy of that policy is appended to the file of these minutes.

Appointment. Mr. Binswanger provided the Committee with a paper outlining the process and the procedures that had been followed for the position of Associate Vice Chancellor for Employee Relations. The Committee discussed it, and, on motion of Mr. Monaghan, seconded by Mr. Weatherbee, the Committee VOTED to recommend that the Board appoint Mr. Samuel J. D'Amico to the position of Associate Vice Chancellor for Employee Relations, University of Maine, at an annual salary of \$30,000, effective September 15, 1976.

A copy of that statement and a copy of Mr. D'Amico's resume are appended to the file of these minutes.

Adjournment.

Katharine F. Stevens
Clerk/Board of Trustees