

1974

## Board of Trustees Ad Hoc Committee December 3, 1974

University Of Maine System

Follow this and additional works at: <https://digitalcommons.library.umaine.edu/bot-corp-records>

 Part of the [Educational Administration and Supervision Commons](#)

---

### Repository Citation

University Of Maine System. (date).Board of Trustees [Meeting minutes]. Raymond H. Fogler Library Special Collections Department, University of Maine, Orono, Maine.

This Minutes is brought to you for free and open access by DigitalCommons@UMaine. It has been accepted for inclusion in Corporate Records by an authorized administrator of DigitalCommons@UMaine. For more information, please contact [um.library.technical.services@maine.edu](mailto:um.library.technical.services@maine.edu).

UNIVERSITY OF MAINE  
BOARD OF TRUSTEES

December 3, 1974  
Farmington, Maine

ad hoc Committee - Collective Bargaining

PRESENT: Chairman Kenneth H. Ramage, Jean Sampson, James H. Page, Carlton D. Reed and Francis A. Brown. Staff: Donald R. McNeil, Herbert L. Fowle, Jr., Mary Ann Haas, Paul C. Dunham, Kenneth T. Winters, George M. Shur, Lloyd J. Jewett and Robert Davidson.

Mr. Winters presented a paper entitled, "A Review of the Faculty Liaison Council's Draft Collective Bargaining Legislation," which lists specific staff objections to the FLC's draft legislation. The FLC would like to see only one piece of legislation going before the 107th that all parties could support. The Labor Relations Service Foundation received a \$50,000 grant to study public sector collective bargaining in Maine and its goal has been to create enabling legislation for State and University employees.

Mr. Page asked what position the Committee had taken in relation to the Maine Labor Relations Service Foundation draft for enabling legislation. Mr. Ramage said the Committee would take no position until the Board discussed collective bargaining and made some decisions on specific problems. The Administrative Council has discussed the issues of collective bargaining. The Council agreed that any legislation should include these issues outlined in the paper appended to the file of these minutes. The University is the only non-union representative on the MLRSF and the staff is presenting this paper to the Board for guidance. It is better to give input to the MLRSF and develop one piece of legislation as opposed to having each interested group draft a separate bill.

A discussion took place concerning the advisability of making tenure a bargainable issue. Mr. Ramage and Mr. Winters explained the advantages and disadvantages to both faculty and management in making tenure bargainable. No decisions were reached by the Committee.

The question was raised if it was accurate to compare higher education institutions and business. Mr. Fowle agreed that higher education is not a traditional system, and the Trustees try to represent the faculty and the administration, but this would be destroyed by collective bargaining. Under the public school model, educational policy is not bargainable.

There has been no discussion of collective bargaining with anyone outside the Committee. Mr. Dunham suggested that the legislation should be the result of an integrated effort of faculty, administration, students and classified employees. Mr. Ramage said that the Board of Trustees must maintain an air of confidentiality to prevent labor from knowing the Board position.

ad hoc committee - Collective  
Bargaining  
December 3, 1974

Another issue that the Board must address is that of unit determination. Is the Board willing to operate with several bargaining units representing each campus or should one unit be the sole bargaining agent for the system? It should be written into the law how the bargaining agent(s) should be selected and the Board must give the Committee guidelines on what directions it should take.

The Committee continued to discuss the issues of tenure and unit determination and the need for Board guidance and input from the various interest groups. Mr. Brown moved, it was seconded and unanimously VOTED to recommend to the Board that these issues be discussed with the FLC, UMOSG, the Classified Employees Council and the Professional and Administrative Staff Council. It was suggested that these groups meet before the end of December so that the Board will have time to evaluate their positions.

Adjournment.

Norman R. Buck

for  
Margaret R. Dexter  
Clerk, Board of Trustees