

1974

Board of Trustees Ad Hoc Committee October 22, 1974

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

October 22, 1974
ad hoc Committee on Collective Bargaining

PRESENT: Chairman Kenneth H. Ramage, Francis A. Brown, Stephen T. Hughes; Staff: Donald R. McNeil, Kenneth T. Winters and George Shur.

Chairman Ramage convened the meeting. The minutes of the September 20, 1974 meeting were approved as circulated.

Chairman Ramage reported that there would be an informal discussion by the Board on collective bargaining issues.

Mr. Winters discussed the Higher Education subpanel of the Labor Relations Service Foundation meetings which he attended.

Summary of discussion topics is as follows:

1. The subpanel addressed all major aspects of enabling legislation for University employees except scope of bargaining.
2. Unanimous agreement was reached on extending the right to strike with appropriate "trade offs" regarding advisory versus final and binding contract arbitration.
3. There was mutual agreement to delete fact finding from the impasse resolution process.
4. There was also mutual agreement on the desirability of legislating broad-based, system-wide, collective bargaining units.
5. Mutual agreement was reached on defining inclusions/exclusions to the bargaining process similar to the current Maine collective bargaining laws.
6. There was apparent mutual agreement on recognizing the University as being substantially different in complexity and administration so as to warrant a separate law (Chapter 9-C, Title 26).
7. There was no attempt to draft legislation for the University at this time.
8. MTA, AFSCME and MSEA expressed concerns regarding the structure, staffing and rules/procedures of the Public Employees Labor Relations Board. The subpanel doubts that PELRB, as presently constituted, would be able to serve the public, labor and management interests under three laws.

9. The panel could not agree on defining the scope of bargaining in specific terms under a new type of section called "subjects of bargaining" in any prospective law. All three unions represented suggested that "in the long run the bargaining issues will equate to wages, hours, and other terms and conditions of employment." It was further expressed by MSEA that there would be some need for greater specificity of bargaining issues, but such definition could best be included under an "obligation to bargain" section of any prospective law. There was unanimous support for excluding traditional University governance from the collective bargaining process. All three unions preferred not to discuss faculty tenure. MTA suggested that a prospective law should be permissive and specify union security as a bargainable issue.

Mr. Ramage reviewed the goals for the ad hoc committee on Collective Bargaining as recommended by the Staff as compared to the Collective Bargaining Statement adopted by the Board on July 24, 1974.

Mary L. Call

for
Margaret R. Dexter
Clerk, Board of Trustees