

1974

Board of Trustees December 19, 1974

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

December 19, 1974
Bangor, Maine

Collective Bargaining Seminar

PRESENT: Chairman Kenneth H. Ramage, Jean Sampson, Lawrence M. Cutler. Staff: Stanley L. Freeman, Jr., Herbert L. Fowle, Jr., Mary Ann Haas, Kenneth T. Winters and Leeta Mackey. Guests: Richard Rice, Mary Yalouris, Walter P. Fridinger, Thomas McCormack, Clifford West, Robert Keane, W. Murray Bain, Robert A. Estes, Chairperson, Faculty Liaison Council; Joseph Fox, Professional and Administrative Advisory Council; William H. Slavick, FLC; Donald Pendleton, Chairperson, UMOSG; Jeanne Bailey, UMOSG; Edna Bunker, Chairperson, CEAC; Jackie Irving, CEAC; Glenn Frankenfield, Roland Burns, John Lindlof, David Griffin, Walter S. Schoenberger, Verne Morey and Philip Glaser.

Dr. Freeman called the meeting to order, saying that the purpose of the meeting was for the Board of Trustees to determine how University employees felt about certain issues relative to collective bargaining. The Board's position is that its employees should have the right to bargain collectively if they wish. The Board as yet has expressed no position on the issues to be discussed at this meeting, and they are seeking input from the group assembled.

Mr. Schoenberger stated that some issues he felt were vital to any discussion on collective bargaining should be included on the agenda. He mentioned specifically the issues of agency shop, fact-finding, mediation, and management rights provisions. These issues as mentioned in the study paper could be discussed under the heading of scope of collective bargaining.

The general opinion of those attending was that faculty want and need collective bargaining for several reasons. Faculty opinions included: the University changed when the administration imposed management concepts upon the system, eliminating the collegiality associated with University governance and reduced faculty participation in the governing process; the faculty has not received an adequate pay increase in five years; there are also several areas of governance that do not involve the committee structure of the Board, and there is little, if any, faculty influence in these areas. Through collective bargaining the faculty might be able to gain what they consider a proper voice in the role of governance of the University.

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Mr. Ramage stated that collective bargaining will not re-establish the collegiality of the past, but will in fact make the lines of authority more distinct. Mr. Lindloff said the faculty does not expect to see a return to collegiality governance, but hopes that collective bargaining would improve the "family relationship" of governance. Mr. Ramage added that this meeting was a step towards improving family relations by making the family members aware of the pros and cons involved in collective bargaining.

Jeanne Bailey of UMOSSG summed up the student position by saying that among those students that are informed about collective bargaining, most feel that it is not best for the University as a whole, but that it is inevitable. The purpose of student involvement in the meeting is to help develop a cohesive approach to collective bargaining legislation and to avoid having individual segments of the University approaching the legislature with separate bills.

Legislation is currently being drafted by the Labor Relations Services Foundation, and it is seeking input from the Board of Trustees on certain issues, Mr. Fowle said. The issues should be raised and decided now instead of after the legislation is passed in order to avoid the problems of possibly being included under the Maine State Employees law.

One issue discussed was unit determination, i.e. (1) should units be specified in the legislation or should units be determined by the Public Employees Labor Relations Board; (2) should bargaining units be system-wide or established on each campus. There was general agreement that most employees would like to see units legislated. There was also agreement that units be system-wide, however, there was some opposition from Orono faculty members.

The Faculty Liaison Council's draft legislation was mentioned. The legislation and a questionnaire have been circulated to faculty, and the response is in favor of enabling legislation. The faculty also favors an agency shop provision, final offer arbitration and a limited right to strike.

After lunch, the discussion centered around the composition of bargaining units. The Labor Relations Service Foundation has recommended that the following be included in legislation as the basic bargaining units:

- A. Faculty and Extension Educators
- B. Professional and Administrative Staff and Extension Agents

- C. Clerical, Office, Laboratory and Technical
- D. Service and Maintenance
- E. Supervisory Classified
- F. Police

The question was raised if some of these groups could or should be merged. Many felt there was some justification for combining the faculty and non-teaching professionals, but because of size and job differentiation and separate communities of interest, keeping them separate was recommended. There was agreement that Classified Employees should be a separate group and that Clerical and Maintenance employees should be separate from each other. Supervisory Classified employees should also be allowed to organize as a separate unit.

The meeting adjourned until after the New Year to discuss the issues of the scope of bargaining and the governing board.

Norman R. Buck

For
Margaret R. Dexter
Clerk, Board of Trustees