

10-27-1976

Board of Trustees Personnel and Employee Relations Committee October 27, 1976

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DATE: Dec 1, 1976

UNIVERSITY OF MAINE
BOARD OF TRUSTEES

ERK: _____

PERSONNEL AND EMPLOYEE RELATIONS COMMITTEE

October 27, 1976
Bangor, Maine

PRESENT: Chairman Francis Brown, Thomas Monaghan, Kenneth Ramage, Carlton Reed, Artemus Weatherbee, Staff: William Sullivan, Samuel D'Amico

On motion made and seconded, the Minutes of the Personnel and Employee Relations Committee of August 11, 1976 and September 22, 1976 were ACCEPTED.

At the request of Chairman Brown, Mr. D'Amico reported on the current status of collective bargaining activities. There was discussion of the progress in unit determination for the police unit. Mr. D'Amico indicated that he will testify at the upcoming Maine Labor Relations Board hearing which has been set for November 3d and he will keep the committee posted on further developments.

Mr. D'Amico reported that the Office of Employee Relations has circulated a letter to all University employees to inform the staff about the election process. Copies were made available to the committee for information.

Mr. D'Amico announced that liaison officers had been appointed at each campus to facilitate coordination of employee relations activity and to serve as liaison between the campuses and the Office of Employee Relations.

Mr. D'Amico reported that he has scheduled a meeting with the three students appointed by the Board to serve as consultants to the collective bargaining process.

The Office of Employee Relations is preparing a guide for supervisory personnel and a general information publication on the collective bargaining process for distribution to all employees.

There was brief discussion of the current interest of the Attorney General's Office in obtaining information about state agency use of legal services. Mr. Monaghan thought this interest might have implications for the University and he suggested that the possibility of changing from retainer based services to full-time, in-house counsel should be considered at some point. Mr. Sullivan reported that he had met with the Attorney General and the University's requirements for legal services are so diverse it is doubtful that the Attorney General's Office would be interested in representing the institution. The University has provided the information requested as a courtesy, even though it was not obligatory to do so since the University is not a state agency. Mr. Sullivan indicated that the University's present arrangement for legal services seems to be highly cost-effective and suggested that the lawyers on the Board might want to review the arrangement.

In response to a suggestion from Mr. Monaghan for closer review of recommendations developed by the Committee of Twenty-six, Chairman Brown pointed out that these are primarily administrative concerns. The Board has delegated responsibility for collective bargaining to the Chancellor and the P&ER Committee is essentially concerned with accountability. The committee must continue to

receive full and early briefings which provide the opportunity to express policy decisions on behalf of the Board on critical collective bargaining issues.

Adjournment.

JoAnne R. Magill

JoAnne R. Magill
Interim Clerk
Board of Trustees