

5-23-1978

Board of Trustees Joint Session May 23, 1978

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.

May 23, 1978
Bangor, Maine

DATE: 7/19/78

CLERK: _____

JOINT SESSION
PERSONNEL AND EMPLOYEE RELATIONS
AND FINANCE COMMITTEES

PRESENT: Francis Brown, John Donovan, Thomas Monaghan, Robert Masterton (part of the meeting), Bernard Carpenter, Artemus Weatherbee and James Horan. Other Trustees: Patricia DiMatteo, Stanley Evans. Staff: Chancellor McCarthy, William Sullivan, Samuel D'Amico, Russell Smith, Paul Frinsco, Sumner Bernstein, Arthur Buswell, Kenneth Allen, Stanley Salwak, Howard Neville. Press and public. Special guests - representatives from the Professional Employees Liaison Council: Charles LaVerdiere and Eugene Pranger; representatives from the Classified Employees Liaison Council: Elayne Willard, Jackie Irving, Eileen Collins, Sandra Morrison.

Mr. Francis Brown convened the meeting.

Employee Council Presentation. Mr. Brown recognized representatives from classified and professional employee groups who had been granted permission to make presentations on employee concerns. On behalf of the Professional Employees Liaison Council, Mr. Charles LaVerdiere, Director of Financial Aid, UMF, and Mr. Eugene Pranger, Director of Grants and Contracts at UMP-G discussed concerns of non-teaching professionals for job security, competitive salaries, and representation on Board committees. The spokesmen presented figures relative to the standing of University professionals compared to counterparts in State government and the private sector.

On behalf of the Classified Employees Liaison Council, Ms. Elayne Willard, UMM, Ms. Jackie Irving, UMPG, Ms. Eileen Collins, UMO and Ms. Sandra Morrison, conveyed the Council's recommendation for an across-the-board wage increase of at least \$8 per week in addition to merit step increases. The spokeswomen also discussed concerns of classified employees for lack of wage parity with State employees, greater financial incentives for career employees, impact of inflation on low salaries, the need for re-evaluation of the Wage Classification System and representation on Board committees.

Mr. Brown thanked the spokespersons and invited them to provide a written copy of the presentation materials for committee members.

Mr. Masterton arrived and, at Mr. Brown's request, chaired the remainder of the meeting.

Compensation Proposal for FY '79. Vice Chancellor Sullivan presented the detailed proposal for compensation adjustments for fiscal year 1979. In his introductory remarks, he pointed out that employee salaries and benefits constitute 80% of the University's budget and the staff recommends that the bulk of new money available for this fiscal year be used for compensation improvement. He said that the staff will have more data when the current salary study is complete but indications are that University salaries, professional and classified, are below those paid for comparable positions elsewhere. The major elements of the administration's recommendation include:

- a) 6% cost-of-living increase for faculty and professionals
- b) 4% cost-of-living plus normal step increase for classified employees;

Fringe Benefits:

- c) improved retirement package for classified employees;
- d) expanded coverage for all employees for long term disability;
- e) increased maternity health insurance benefits;
- f) improved sick leave policy
- g) one-time increase in annuity level for retired classified employees

Questions were raised about the proposed distribution. Mr. Sullivan confirmed that the increase would apply, across-the-board, to all employees on the payroll as of May 24, 1978. Mr. Weatherbee inquired about the procedure for union agreement. The Chancellor responded that Board approval of the recommendation would put the compensation package into effect for employees not in a bargaining unit and authorize the staff to offer the same package to the unions. Professor Horan reported that the faculty union had informally recognized the proposal and could be expected to accept it; Teamster reaction could not be gauged. Mr. Weatherbee reiterated his objection to across-the-board increases which give no recognition to individual merit. After further discussion and on motion of Mr. Carpenter, which was seconded, the Committees Voted to recommend the compensation proposal for Board approval.

Salary Study. Mr. Sullivan reported briefly on the status of the salary study noting that the faculty survey has just been completed and is being analyzed. A further report will be available at the next meeting.

Adjournment.

JoAnne R. Magill
Clerk of the Board

JoAnne R. Magill