

1979

Board of Trustees Executive Session May 23, 1979

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

May 23, 1979
Bangor, Maine

Executive Session

PRESENT: Chairman Francis Brown, Bernard Carpenter, Patricia DiMatteo,
John Donovan, Stanley Evans, Susan Kominsky, Sawin Mallett,
Thomas Monaghan, Ellen Platz, John Robinson, Elizabeth Russell,
Artemus Weatherbee. Absent: Alan Elkins, Joseph Hakanson,
James Page. Staff: Chancellor McCarthy, William Sullivan,
Samuel D'Amico (for first item).

The Chairman convened the executive session which was called for discussion of
collective bargaining matters and a personnel item.

Collective Bargaining Agreement. In response to a question in the public

meeting concerning the origin of the agency shop provision, Mr. D'Amico

reported that originally the union representing the Police and Security Unit

initiated a demand for a union shop which was subsequently submitted to the

fact-finding process. The fact finder recommended a limited agency shop. This

recommendation was rejected by the Trustees but ultimately was imposed on the

University under binding arbitration. Chancellor McCarthy and Mr. D'Amico

responded to questions about alternatives to compliance with the arbitrator's

decision on the agency shop issue. There was further discussion of the agency

shop provision as it relates to the negotiated agreement with the Service and

Maintenance Unit, which was on the agenda for action. Mr. D'Amico pointed out

that the problems stem from existing legislation rather than from contract

negotiations. Mr. Robinson suggested that initiatives be taken toward changing

the legislation. There was further discussion of strategy for future negotiations

particularly on the issue of union security. It was suggested that the Board

as a whole express its opposition to union security for the benefit of staff

negotiators. The Chancellor indicated that no action was necessary on this matter

and

Mr. D'Amico reiterated that the staff understands that the Board will not

negotiate on the union security issue. Mr. Robinson inquired whether approval

of the Service and Maintenance agreement without resolution of the agency shop

provision was not actually conceding the issue. Mr. Sullivan pointed out that

the University had not yielded on the agency shop provision; the recommendation

provided only that it be submitted to arbitration where the staff will present

a vigorous defense. Dr. Donovan noted that the choice of action with respect

to the proposed agreement was clear cut and rejection of the staff recommendation

would subject all issues in the agreement to arbitration.

Appointment of USM President. Chancellor McCarthy presented his recommendation
for the appointment of Dr. Robert L. Woodbury as President of the University of
Southern Maine. The Chancellor noted that a number of trustees had been present
when the nomination was discussed in committee earlier in the session. He
indicated that the points in question which were raised at that time concerned
the compensation package which, in addition to an annual salary, use of an
automobile and the customary TIAA/CREF retirement benefits, provided for a
housing allotment and a tuition assistance program. The Chancellor explained

that the proposed housing allotment of \$8,000 was based on the housing allowance approved for him when he was appointed, and adjusted to account for subsequent increases in the cost of living. The proposed tuition assistance program provides for the University to share equally with the President the payment of college or university tuition for the President's children with the stipulation that the University's share shall not exceed the equivalent of the non-resident tuition fee in effect at the University at the time such tuition is to be paid. The Chancellor pointed out that the attraction of the tuition assistance program to the recipient is that it is tax-free. Further, it offers the University good value for dollars expended and is an appropriate benefit to offer candidates for such positions. The Chancellor acknowledged that there have been some philosophical objections to these items in the compensation package but noted that providing these benefits in direct salary would probably make it necessary to offer almost \$60,000. He reported that a number of candidates had withdrawn after being informed of the salary range posted for the position and he indicated that it would be necessary to negotiate for another candidate if the compensation package is unacceptable to the Trustees. During discussion a number of trustees expressed the opinion that the University was fortunate to attract such an able candidate for the compensation offered.

On motion made and seconded, the executive session was adjourned to the public meeting for action on the items discussed.

Joanne R. Magill

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Clerk, Board of Trustees