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Board of Trustees Personnel and Employee Relations Committee March 27, 1979

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

APPROVED BY THE BOARD OF TRUSTEES

March 27, 1979
Portland, Maine

Date May 22, 1979
By: _____
Clerk

PERSONNEL AND EMPLOYEE RELATIONS COMMITTEE

PRESENT: Chairman John Donovan, Bernard Carpenter, Ellen Platz, Francis Brown. Other Trustees: Patricia DiMatteo, Stanley Evans, Artemus Weatherbee, Joseph Hakanson, Elizabeth Russell. Staff: Chancellor McCarthy, William Sullivan, Sumner Bernstein, Paul Frinsko, Robert Binswanger. Press and public.

Chairman Donovan convened the meeting and the minutes of the Personnel and Employee Relations Committee meetings of January 30, 1979 were approved as circulated.

On motion of Mr. Carpenter, which was seconded, the Committee voted to adjourn to executive session for discussion of collective bargaining matters and personnel items. The Trustees and staff remained.

Collective Bargaining Activity. Mr. D'Amico briefed the Committee on activity in the several employee bargaining units:

Professional Unit - an election has been held and the ballots, which were taken by mail, will be counted on March 30th;

Clerical and Office Supervisors - no activity at this time; MTA has expressed interest in the Clerical Unit;

Service and Maintenance Unit - subsequent to the fact-finding procedure undertaken several weeks ago, eight major issues were submitted to fact-finding;

Faculty Unit - after 18 negotiating sessions progress has been made on a number of issues, some have been signed off, and about 20 are yet to be resolved. AFUM has filed a prohibited practice complaint on the management response to demands for a monetary offer, which response stated that no offer could be made until the University budget situation has been clarified. Negotiators are still far from agreement on some issues and AFUM's request for salary money substantially exceeds the total salary budget in the appropriation request;


Police and Security Unit. Mr. D'Amico noted that a copy of the report of the arbitrator had been circulated to Committee members and he outlined the disputed issues which will be binding on both parties. These are 1) union security, 2) grievance procedures, 3) maintenance of standards and subcontracting, and 4) firearms. The report is confidential and the parties have ten days to attempt resolution before the report becomes public. Chancellor McCarthy said the need to negotiate the contract is urgent and that the staff seeks guidance before further negotiation takes place. The question is whether the Committee supports pursuing the original contract offer. The Chancellor indicated

that since the original contract had been discussed in detail he would recommend that Mr. D'Amico attempt to reach agreement on the same contract, except for those issues which are now binding and, if successful, that authorization from the Board be sought to sign the contract. There was discussion of the possibility of a telephone vote. Mr. Brown pointed out that the By-laws provide that action may be taken by mail or telephone ballot unless there is an objection to such balloting by a Board member. After further discussion there was consensus that Mr. D'Amico could negotiate within the guidelines of the original contract submitted to the Board. If agreement is reached, a summary will be circulated to the Trustees and the entire Board will be polled by telephone to determine whether the Chancellor may be authorized to execute the contract. Chancellor McCarthy noted that if any Trustee objects to the telephone balloting, a special meeting would be called.

UMO President. Chancellor McCarthy reported that President Neville has sent a letter of resignation effective August 31st, and that he has told the Chancellor he is willing to have a transitional president named effective July 1. The Chancellor indicated he has set up a series of consultations with campus administrators to seek a short-run transitional president who would be responsible for budget decisions and planning for the coming academic year. Mr. Weatherbee was opposed to naming a transitional president or to initiating search procedures until after September 1st. Mr. Carpenter pointed out that delaying appointment of an acting president until Dr. Neville has left would not pose problems if the interim appointee was knowledgeable about the campus. After further discussion, it was agreed that Chairman Brown would meet with President Neville to discuss the matter.

Wiegang Grievance. Mr. Bernstein reported that Professor Wiegang who was removed from the Chairmanship of the Chemistry Department at Orono and later from the faculty has requested an opportunity to appeal to the Board. In accordance with the Board's guidelines for due process, Mr. Bernstein requested that an ad hoc committee be appointed to serve as an appellate court to review the record of proceedings before the campus committee. The Chairman will request Board action on the matter in the regular meeting of the full Board.

Adjournment.


JoAnne R. Magill
Clerk of the Board