

University of Maine System
Board of Trustees Meeting

at the University of Maine System
Rudman Conference Room, 253, Estabrooke Hall, Orono

August 26, 2019

Human Resources & Labor Relations Committee Meeting

Present: **Committee Members:** Betsey Timm; Chair (at UMA); Sam Collins (at UMPI), Trevor Hustus (at USM), James Erwin (at USM), Michael Michaud, Kelly Martin (by phone), and Sven Bartholomew. **Chancellor:** Dannel Malloy. **Staff:** Ellen Doughty, Ryan Low (at UMA), Tracy Elliott, Chris Lindstrom and James Thelen (at USM), and Dan Demeritt.

Absent: Patricia Riley.

Trustee Timm, Chair, called the meeting to order and welcomed everyone.

Human Resources / Labor Relations Committee Fiscal Year 2020 Work Plan. UM Vice President of Campus Human Resources and UMS Interim Co-Chief Human Resources Officer, Mr. Chris Lindstrom reviewed the draft FY2020 Human Resources and Labor Relations Committee Work Plan in preparation for submission as an information item at the September 15-16, 2019 Board of Trustees Meeting. Annually, a work plan for Human Resources and Labor Relations Committee is formulated and intended to cover both action items required for governance of the University of Maine System and those topics of importance and interest to the Board.

Human Resources / Labor Relations Committee Duties and Responsibilities. Mr. Lindstrom reviewed the updated draft of the Human Resources and Labor Relations Committee Duties and Responsibilities. A small update to remove the position of Director of Labor and Employee Relations from the Staff to the Committee section was discussed. This change will be reflected on the Board of Trustees website.

Employee Health Plan Task Force (EHPTF) Scorecard. Mr. Lindstrom provided an overview of the annual Employee Health Plan Task Force (EHPTF) Scorecard. The EHPTF scorecard provides important highlights of how the University of Maine System's health and welfare programs are performing. Data is tracked on a calendar year basis for the last three year period, to identify any trends over time. The scorecard combines claims and demographic data, as well as health and plan management statistics, to provide a holistic view of the program. Claims costs have been trending up over the last several years; however, the plan is consistently performing below national medical inflation trend. This is indicative of the proactive plan management that the University of Maine System has put in place. High in-network utilization has helped to keep claims cost down for both the plan and the member, as care is provided at a discounted contract rate. The use of the emergency room has increased slightly over the years; however, it is well below norms when compared to Cigna's book of business. Also, the increase in the use of urgent care centers and telemedicine indicates that members are seeking other points of care that are more convenient and less costly to themselves and the plan. Completion of level one and two wellness incentive programs have increased over the past several years, providing premium savings as well as cash incentive to employees and their spouses/partners to help drive engagement. UMS's overall health population shows that over the past several years, the percentage of members in the medium risk category has decreased while those in low or high risk categories have increased. Those employees in a higher

risk category drive more cost to the plan, as do those that have more gaps in care. Communications of the programs available, directing care to the most appropriate setting and ensuring compliance with medication and treatment will be integral to managing the cost and moving members down to lower risk categories.

Executive Session

On a motion by Trustee Michaud, which was seconded by Trustee Bartholomew, and approved by all members present, the Human Resources & Labor Relations Committee agreed to go into Executive Session under the provisions of:

- 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Michaud, which was seconded by Trustee Bartholomew, and approved by all members present, the Human Resources & Labor Relations Committee concluded the Executive Session.

Following the Executive Session, the Human Resources & Labor Relations Committee reconvened a brief public session to take action on the following items:

Approval of Collective Bargaining Agreement, AFUM.

On a motion by Trustee Collins, which was seconded by Trustee Michaud, the Human Resources & Labor Relations Committee agreed to forward this item to the August 30, 2019, Board of Trustees Executive Committee meeting, for approval of the following resolution:

That the Executive Committee of the Board of Trustees authorize the Chancellor to execute the collective bargaining agreement with the Associated Faculties of the Universities of Maine (MEA/NEA) upon notice that the agreement has been ratified by the union.

Approval of Collective Bargaining Agreement – The Maine Part-Time Faculty Association (PATFA), American Federation of Teachers Local #4593, AFT-Maine, AFL-CIO.

On a motion by Trustee Michaud, which was seconded by Trustee Bartholomew, the Human Resources & Labor Relations Committee agreed to forward this item to the August 30, 2019, Board of Trustees Executive Committee meeting, for approval of the following resolution:

That the Executive Committee of the Board of Trustees authorize the Chancellor to execute the collective bargaining agreement with The Maine Part-Time Faculty Association, American Federation of Teachers Local #4593, AFT-Maine, AFL-CIO, upon notice that the agreement has been ratified.

Approval of Collective Bargaining Agreement: Teamsters Union Local #340, Service and Maintenance Unit.

On a motion by Trustee Michaud, which was seconded by Trustee Bartholomew, the Human Resources & Labor Relations Committee agreed to forward this item to the August 30, 2019, Board of Trustees Executive Committee meeting, for approval of the following resolution:

That the Executive Committee of the Board of Trustees authorize the Chancellor to execute the collective bargaining agreement with the Teamsters Union Local #340, Service and Maintenance Unit upon notification that the agreement has been ratified by the union.

FY2020 & FY2021 Compensation & Benefit Changes for Non-Represented Employees.

On a motion by Trustee Michaud, which was seconded by Trustee Bartholomew, the Human Resources & Labor Relations Committee agreed to forward this item to the August 30, 2019, Board of Trustees Executive Committee meeting, for approval of the following resolution:

That the Executive Committee of the Board of Trustees approve the recommendation for the Non-Represented Compensation and Benefit changes for FY2020 and FY2021 as presented.

Additional information about the meeting can be found on the Board of Trustees website:

<http://staticweb.maine.edu/wp-content/uploads/2019/08/MtgMat-HR-082619-rev082319.pdf?0fa197>

Adjournment

Heather A. Massey for
Ellen N. Doughty, Clerk