



**DRAFT**

USM Board of Regents  
Committee on Organization and Compensation  
Minutes from Closed Session  
November 21, 2016  
USM Office

**Minutes of the Closed Session**

Regent Gooden called the meeting of the Organization and Compensation Committee of the University System of Maryland Board of Regents to order in closed session at 9:21 a.m. on Monday November 21, 2016 at the USM Office, Chancellor's Conference Room, Adelphi, Md.

Those in attendance: Regents Gooden, Gossett, Attman, Augustine, Gourdine, Neall, Rauch, Slater, and Brady; Chancellor Caret; Vice Chancellor Vivona; Ms. Doyle, AAG Bainbridge, AAG Langrill, Ms. Skolnik, and Ms. Beckett.

1. **Compensation issues.** Regents approved compensation items for two USM employees. The first was moved by Regent Rauch, seconded by Regent Gossett; unanimously approved. The second was moved by Regent Brady, seconded by Regent Neall; unanimously approved.
2. **UMBC-AFSCME MOU for non-exempt staff.** Regents approved the tentative collective bargaining memorandum of understanding between the University of Maryland, Baltimore County and the American Federation of State, County, and Municipal Employees. (Moved by Regent Gooden, seconded by Regent Brady; unanimously approved).
3. **UB-AFSCME MOU for non-exempt staff.** Regents approved the tentative collective bargaining memorandum of understanding between the University of Baltimore and the American Federation of State, County, and Municipal Employees. (Moved by Regent Gooden, seconded by Regent Brady; unanimously approved).
4. **Update on FLSA implementation.** Vice Chancellor Vivona presented information about the status of USM institutions' implementation of the Fair Labor Standards Act regulations that take effect on December 1<sup>st</sup> and the status of collective bargaining regarding certain aspects of FLSA implementation.
5. **Collective bargaining update.** Vice Chancellor Vivona and Ms. Skolnik gave an update on the status of collective bargaining negotiations at each campus with their various bargaining units.

6. **Update on TU Unfair Labor Practices complaint.** AAG Bainbridge provided an update on the status of the unfair labor practice complaint filed by the FOP at Towson University.
7. **MOU for the University of Baltimore and FOP.** Mr. Vivona presented the MOU between the University of Baltimore and the FOP for final approval. The regents voted to approve the MOU. (Moved by Regent Attman, seconded by Regent Augustine; unanimously approved).
8. **UMES coach contracts.** AAG Langrill provided information and advice about three coaches' contracts from the University of Maryland, Eastern Shore subject to review under BOR Policy VII-10.0.

Meeting was adjourned at 10:59 a.m.