

Bargaining Report, 23 November 2020:

The MSCA and BHE Bargaining Teams met on November 23rd. Management brought forward three proposals:

- A financial proposal for **no stipend increases** for three years;
- A one-year contract extension with no stipend increase;
- A Memorandum of Agreement (MOA) on Health and Safety issues similar to our own proposal and to the one negotiated for the MSCA Day unit.

As December 1, 2020 is the deadline for both sides to put all proposals on the table, management put forward the proposal regarding no stipend increases for the life of a three-year contract.

We put forward one final proposal regarding classroom observations, specifically that the DGCE Chair and/or the Dean may conduct one observation of one class taught by a DGCE faculty member during an evaluation.

At this time neither party may present new proposals.

Management effectively agreed to our health and safety proposals but did not include the provision for a safe workspace. Management did integrate two of our proposals regarding expunging classroom observations and student evaluations that had been conducted during the Fall 2020 instructional period. The absence of observations and student evaluations would not negatively impact DGCE faculty members' evaluation or the opportunity to be re-hired.

We indicated interest in a one-year contract extension. We'll meet again on the **16 December 2020 from 2 to 5pm.** at which time we expect to be focusing on a one-year contract extension.