

Dear DGCE Faculty,

On Wednesday, March 17<sup>th</sup> our bargaining team met with management and resumed negotiations on a three-year contract.

We are incredibly grateful to the **71 silent representatives** who signed up to participate in Wednesday's session; your presence at the table showed management that our members care deeply about the issues discussed at the bargaining table. We greatly appreciate your contributions during the bargaining session and encouragement in support of our team. Please sign up [here](#) to join us as a silent representative at the next bargaining session on **Monday, April 5<sup>th</sup> from 2:30-5:00 pm.**

During the March 17<sup>th</sup> session both teams reviewed their complete list of proposals that had been advanced prior to the December 1, 2020 deadline.

To underscore the need for the [proposals advanced by the MSCA](#), our team highlighted that **DGCE faculty are the lowest paid faculty in the system** and that we **hope to address some of the inequities that exist between the Day and the DGCE contract at the table.** Some examples are:

- A unit part-time faculty member in the Day contract earns \$1,954 per credit, but a Visiting Instructor in the DGCE contract earns only \$1,409 per credit. Thus, teaching the same 3-credit class at 3:00 pm (under the Day contract) versus at 4:00 pm (under the DGCE contract) results in a **pay difference of \$1,635.**
- A faculty member supervising a graduate thesis under the Day contract receives 1 workload credit, whereas a faculty member receives only 0.33 workload credits under the DGCE contract.

The MSCA proposals also **recognize the currently uncompensated work** of faculty when preparing for class prior to the beginning of an instructional period if their class is canceled, or when adapting a course from a traditional classroom setting to an online setting. To this end, we advanced two proposals introducing a small stipend for this work. In addition, with **academic quality and the success of students in mind**, we proposed that caps for online courses should not exceed the usual customary number of students enrolled in Day courses, or 25 students if the traditional format does not exist in the Day division.

With respect to [the BHE proposals](#), our team inquired about the motivation for management's proposal that **DGCE faculty pay the maximum allowed contribution** allowed by law **for the Paid Family and Medical Leave Act (PFMLA)**. This is effectively a pay cut for DGCE faculty who are already the lowest paid members we represent in the system. We also inquired if management was willing to reconsider their proposed 0% stipend increases for the duration of the 3-year contract given the improved financial circumstances of the institutions. **Management rejected our request for even a modest stipend increase** stating great uncertainty in the future.

We feel that with the federal relief received by the nine state universities from the CARES Act and the Coronavirus Response and Relief Supplemental Appropriations Act, and with additional

funds coming from the American Rescue Plan Act, **the financial predicaments of our institutions have greatly improved.**

Moreover, the MSCA generated thousands of emails to state legislators contributing to winning level-funding from the state for this fiscal year, which has also helped close budget gaps of our universities and has led to substantial surpluses for many of our institutions. We believe that investing in the quality of the DGCE programs and DGCE faculty is the surest way to meet the challenges ahead.

Management also proposed to modify the student evaluation and the distance education classroom observation forms. Our team believes **that the introduction of an open comment section on the student evaluation form will allow for enhanced expression of bias against marginalized and minoritized people** that have been shown to exist in such forms. Moreover, our team believes that management's proposal to give the Dean the ability to selectively mandate training to those teaching an online course is problematic and inquired about the **criteria which will be used to determine who will be required to undergo such unpaid training.**

The DGCE contract expired on December 31, 2020. We hope that members who are interested in helping us advance our proposals and address the inequities between the Day and DGCE contracts will share their interest with their colleagues and join us at the next bargaining session on **Monday, April 5<sup>th</sup> from 2:30-5:00 pm.** Those members interested in serving as Silent Bargaining Representatives should apply [here](#) no later than **Sunday, April 4<sup>th</sup>.**

In solidarity,  
The DGCE Bargaining Team

Irina Seceleanu (Bridgewater), Chair  
Rala Diakite (Fitchburg), Vice Chair  
Robert Donohue (Framingham)  
Ben Ryterband (MassArt)  
Todd Hibbert (Mass Maritime)  
Graziana Ramsden (MCLA)  
David Goodof (Salem)  
Chris Masi (Westfield)  
Sam O'Connell (Worcester)  
CJ O'Donnell (MSCA President)  
Roberta James (MTA Field Representative)