

DGCE Bargaining Report

After negotiations for a 1-year contract with no-cost items broke down in January 2021, the DGCE Bargaining Team resumed negotiations over a 3-year DGCE contract. Our existing DGCE contract expired on December 31st, 2020. You can find [here](#) a comprehensive list of all MSCA and BHE proposals as well as our committee's monthly bargaining reports for our members.

The **MSCA proposals** advanced at the table are motivated by the following key priorities:

- address inequities that exist between the Day and the DGCE contract with respect to stipends and workload for various equivalencies,
- recognize the currently uncompensated work of faculty when preparing for class prior to the beginning of the semester if their class gets cancelled, or when adapting a course from a traditional classroom setting to an online setting,
- maintain academic quality for online courses by introducing course caps for these courses,
- provide technology support for faculty teaching in the DGCE contract,
- protect the privacy and confidentiality of faculty and students with regards to course management platforms, and
- provide some relief for DGCE faculty during the pandemic by suspending student evaluations and classroom observations.

Stating uncertainty about student enrollments in the future and difficult financial predicaments, **management** rejected our request for even a modest stipend increase, proposed that DGCE faculty pay the maximum allowed contribution from the employees by law for the Paid Family and Medical Leave Act (PFMLA), and rejected most cost items proposed by the MSCA. Instead, management proposed the introduction of an open comment section on the student evaluation form, the discontinuation of the DGCE pool, several changes to the classroom observation form for online courses, and language that would give the Dean the ability to mandate (unpaid) training to those teaching an online course.

Our team believes that investing in the quality of the DGCE programs and faculty is the surest way to meet the challenges and uncertainty ahead of us. Moreover, while we acknowledge the forecasted decline in the number of high school graduates in the next decade, DGCE courses are for the most part populated by a different student demographic (for example, this past year graduate enrollment at public 4-year institutions increased by 6.2%), and so DGCE courses are not affected to the same extent by these enrollment trends. Finally, with level funding awarded this past year the state as well as the influx of federal relief funds that can be used to offset pandemic related costs and losses (\$200 million across the 9 state universities), our institutions find themselves in greatly improved financial circumstances. For more details about the federal aid received by the state universities, please see this posting from MSCA President on [The Truth about Federal Relief](#). Our team believes that this is the time when our institutions should be investing in DGCE faculty and quality programs, as well as work together with our members to seek solutions to the challenges ahead of us to help shape the future direction of our universities.

We are very grateful to the **100+ silent representatives** that signed up to participate in the last two bargaining session; your presence at the table showed management that our members care deeply about the issues discussed at the DGCE bargaining table. We greatly appreciate your contributions during the

bargaining sessions 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, May 3rd from 2:00-5:00 pm.**

Finally, we are incredibly grateful to the entire **DGCE Bargaining Team**—Irina Seceleanu (Bridgewater), Rala Diakite (Fitchburg), Robert Donohue (Framingham), Ben Ryterband (MassArt), Graziana Ramsden (MCLA), Todd Hibbert (Mass Maritime), David Goodof (Salem), Chris Masi (Westfield), Sam O'Connell (Worcester), CJ O'Donnell (MSCA President), Roberta James (MTA Field Representative)—for their amazing contributions to the DGCE bargaining efforts.

Respectfully submitted,

Irina Seceleanu & Rala Diakite
DGCE Bargaining Chair and Vice Chair