

Dear DGCE Faculty,

Our bargaining team met with management Monday, April 5th to continue the negotiations on a three-year contract. We are incredibly grateful to the 49 silent representatives who registered to participate at the session, especially during this very busy time of the year. We greatly appreciate your contributions at the table and your support of our bargaining efforts. Please sign up [here](#) to be considered for a seat as a silent representative at the next bargaining session on **Monday, May 3rd from 2:00-5:00 pm.**

At the April 5th session, we continued our conversation about the **permitted uses of the federal relief funds** received by the nine state universities. While management correctly stated that these funds cannot be used for stipend increases, the MSCA team pointed out that because these funds can be used to offset pandemic related losses and costs (including room and board, losses due to enrollment declines, and COVID-related costs), the universities find themselves in greatly improved financial circumstances. While 50% of the federal relief funds are restricted to providing much needed financial aid for students, that still leaves over \$100 million for the universities to offset pandemic-related costs and losses. For more details about the federal aid received by the state universities, please see this posting on the MSCA website on [The Truth about Federal Relief](#). Additional financial relief was gained by the refinancing of the state universities' capital debt and postponing payments by one year until the Spring 2022.

The MSCA team also pointed out that many economists expect the annual inflation rate to exceed 2% each year for the next couple of years, and so the management's proposed 0% stipend adjustment for the duration of the three-year contract will result in more than a 6% **loss in purchasing power** for our members. This pay cut in real dollars for members comes at a time when faculty have experienced a substantial increase in workload during the pandemic as they supported students with their increased needs and took on the time-consuming task of adapting course materials to new teaching modalities. The MSCA team hopes that these efforts that have come with significant personal sacrifice from our members and caused burnout among faculty and librarians, will be recognized with a better financial package at the table, especially given the inequities in pay that exist between the Day and DGCE contracts.

Management also raised the issue of the declining number of high school graduates over the next decade. While our team recognizes the uncertainty created by **enrollment forecasts**, the DGCE courses are for the most part populated by a different student demographic. While undergraduate programs in the Day experienced a decrease in enrollments nationally this past year, graduate enrollment has increased by 4.3% across all institution types, and by 6.2% at public four-year institutions (Inside Higher Ed, March 2021).

Finally, in response to the issues we raised on management's **proposed online classroom observation form**, they significantly revised their proposed form from a focus on course design to instructor delivery during the specific period for the observation. You can find management's new proposed form [here](#).

We hope that members who are interested in helping us advance our proposals will share their interest with their colleagues and join us at the next bargaining session on **Monday, May**

3rd from 2:00-5:00 pm. Those members interested in serving as Silent Bargaining Representatives should apply [here](#) no later than **Sunday, May 2nd**.

In solidarity,
The DGCE Bargaining Team

Irina Seceleanu (Bridgewater), Chair
Rala Diakite (Fitchburg), Vice Chair
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)