

Dear DGCE Faculty,

Our DGCE Bargaining Team met with management on Monday, May 3rd to continue negotiations on a three-year contract. We are incredibly grateful to the 53 silent representatives who registered to participate at the session and support our efforts. Please sign up [here](#) to be considered for a seat as a silent representative at the next bargaining session on **Thursday, June 10th from 2:00-5:00 pm.**

While management did not alter their proposals during the May 3rd session, our team offered several changes that can be found on the MSCA website [under the MSCA Proposals section](#).

1. Given the significant revisions to management's new **proposed D2-(b) online classroom observation** form in response to the union's concerns, our team initiated a conversation about the potential use of this form for online courses taught in an asynchronous modality. Our team proposed that the existing distance education form continue to be used for synchronous and partially synchronous courses. We offered several changes to management's new proposed form and raised several questions about the item on the form regarding whether the faculty are utilizing "appropriate technology," especially given that the technology available to faculty is mostly dictated by the university.
2. Our team narrowed our proposal that the universities reimburse DGCE faculty for all equipment, software and other items purchased to conduct their classes, and instead proposed a **one-time stipend of \$500 to defray technology costs** associated with teaching during the pandemic. This change recognizes that technology costs associated with a transition to distance education is one of the allowable uses for the institutional portion of the COVID federal relief funds.
3. Given the significant improvement in the financial circumstances of the state universities and the financial outlook for the Commonwealth as a result of three federal relief packages and a rapidly recovering economy, our team also changed **our financial proposal from 1% per year to 2.5% per year**. Our team believes the financial package offered by management at the table should be reflective of the hard work of faculty this past year.

In addition to expressing various concerns with our altered proposals, management raised concerns regarding our proposals on equivalencies, class size, electronic monitoring (limiting the collection of course analytics/statistics and access to our course management platforms) and the course cancellation stipend. In response to the union's stated goal that our proposed language on electronic monitoring is to prevent extra-contractual evaluation, management expressed their belief that such access is needed for EO investigations, FERPA issues and accreditation.

When the union asked about their claim regarding accreditation, we were surprised to hear management state that having access to our courses is used as evidence of faculty and student engagement. Management is also not interested in our proposal to restrict access to course management sites without a faculty member's permission (with some reasonable exceptions), and instead stated that they believe they should have access to faculty members' courses at any time. Our team will resume these important conversations at the next bargaining session on June 10th.

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 **Thursday, June 10th from 2:00-5:00 pm.**

Those members interested in serving as Silent Bargaining Representatives should apply [here](#) no later than **Wednesday, June 9th**.

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)