

Dear Members,

The DGCE Bargaining Team met with management on Thursday, June 10th to continue negotiations on a 3-year contract. We are incredibly grateful to the 45 silent representatives who registered to participate at the session and support our bargaining efforts. Please sign up [here](#) to be considered for a seat as a silent representative at the next bargaining session on **Monday, July 12th from 2:00-5:00 pm.**

Recognizing that we have been at the bargaining table for over a year and the DGCE contract expired six months ago, the **union** proposed several compromise solutions in the hopes of moving towards reaching an agreement on the contract negotiations. Our latest proposals can be found on the MSCA website [under the MSCA Proposals section.](#)

1. Our team modified our proposal regarding course caps of 25 students for online courses, to a model that instead would compensate faculty members at **\$200 per student for each student in excess of 25.** Our proposal does not affect existing class sizes, if any exist, and recognizes the greater time investment for a faculty member that comes with a larger class size.
2. The union also **revised our equivalences proposal**, reducing the proposed workload credit for Laboratories, Teacher Education Practicum/Internship Supervision and Field Work Supervision. These modes of instruction are the largest share of the cost of the union's original proposal on workload credits.
3. Our team also indicated an interest in working with management to find a **compromise solution on the union's Monitoring of Electronic Communication proposal.** Our team proposed that we collaborate with management on creating a list of exclusions for instances when management can access a faculty member's learning management system course without the faculty member's written permission. Unfortunately, management rejected our compromise.

Finally, at the meeting our team noted that federal relief moneys can be used to defray the costs of our proposed one-time stipend of \$500 for technology costs for each DGCE faculty who taught during the pandemic (proposed during May 3rd session).

Management also introduced two proposals that showed their interest in seeking compromise at the table. These can be found on the MSCA website [under the Management Proposals section.](#) Some of those changes that were communicated by management orally at the table are not yet reflected in the written proposals posted on the MSCA website and we will update them once management provides them in writing.

1. Management proposed that **classroom observations** conducted in the Fall 2020, Winter 2021 and Spring 2021 instructional periods be expunged. They also proposed that **student evaluations** for the Fall 2020 instructional period be expunged.

2. Management also offered significant concessions on the D2-(b) online classroom observation form by agreeing to several changes suggested by the union (changes not yet reflected on the website).

No movement was however made on the financial proposal for stipend increases in the DGCE contract. The MSCA proposal on the table is for 2.5% increases for each of the three years of the contract, while the presidents' proposal remains at 0% for the duration of the three-year contract. It is worth noting that Massachusetts Department of Revenue collected twice as much money in May than anticipated and Massachusetts is now on pace to close Fiscal Year 2021 having collected more revenue than the state officials projected even before the onset of the pandemic. The projected surplus is now estimated to be \$2 billion, which would be the **largest surplus in the history of the state**. The union believes that management's financial package offered at the table should reflect these significant improvements in the financial outlook of the state and recognize the hard work and sacrifices of our faculty this past year.

We hope that members interested in helping our team advance our proposals will share their interest with their colleagues and join us at the next bargaining session on **Monday, July 12th from 2:00-5:00 pm**. Those members interested in serving as Silent Bargaining Representatives should apply [here](#) no later than **Sunday, July 11th**.

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)