

October 16, 2021

Dear Members,

After more than 7 hours at the mediation table, the parties settled on the terms for a 3-year DGCE collective bargaining agreement. **The union was able to move the presidents from their previous offer of 0-0-0%** for the duration of the 3 years of the contract **to stipend increases of 2.5-2-2%** that were offered to every other bargaining unit at the state universities.

Key provisions of the tentative agreement that runs from Jan 1, 2021 to Dec 31, 2023 include:

- 2.5% stipend increase upon the commencement of the spring instructional period of 2021.
- 2.0% stipend increase upon the commencement of the spring instructional period of 2022.
- 2.0% stipend increase upon the commencement of the spring instructional period of 2023.
- Acknowledgement from the union that any payments above rank minima contractual stipends are discretionary and may be altered or discontinued by the University Presidents, though not before the summer 2022.
- Student evaluations shall be expunged for the Fall 2020 instructional period.
- Classroom observations shall be expunged for the Fall 2020, Winter 2021 and Spring 2021 instructional periods.
- Aligning grievance dates and language to that in the Day contract.
- Vaccination mandate: DGCE faculty are required to receive a **first dose by October 22, 2021 and a second dose, if required by November 22, 2021**. DGCE Unit members who exclusively provide remote instruction and whose responsibilities do not require their presence on campus or in any university building will not be required to comply with this policy.
- Health and Safety provisions.

The stipend increases in the first year are retroactive to the start of the spring instructional period. As was the case in the Day contract, the 2.5% increase in the first year includes a 0.5% increase in exchange for the DGCE unit dropping our labor charge for their unilateral implementation of the 0.378% PMFL tax in October 2019. With regards to the discretionary language memorialized in the agreement, it was always the union's understanding that the University Presidents can at their will remove any discretionary bonus in addition to the contractual stipends for faculty. The agreement however states that no such changes can be made prior to the summer 2022.

The bargaining team would like to express our gratitude to all our MSCA members who stood in solidarity with our DGCE faculty and to all the silent representatives who were by our side over the course of 17 months of bargaining.

Finally, on a personal note as bargaining chair, I wanted to thank the members of our bargaining team, MSCA President CJ O'Donnell, Vice Chair Rala Diakite, and MTA field representatives Roberta James and Bret Seferian for their incredible work over the past 17 months.

We will follow up with members over the next few days with more information about the agreement and a date for ratification.

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)