

DGCE Bargaining Report

After 17 months at the bargaining table, the DGCE team reached an agreement with management for a 3-year collective bargaining agreement during the mediation session on October 15th, 2021. The MSCA Board of Directors voted unanimously on Friday, November 5th, 2021, to recommend ratification of the DGCE tentative agreement, and our members ratified the agreement on November 19th, 2021. The collective bargaining agreement that runs from January 1, 2021 to December 31, 2023 contains the following key provisions:

- 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.
- The 2.5% increase in the first year includes a 0.5% increase in exchange for the DGCE unit dropping our labor charge for the BHE's unilateral implementation of the 0.378% tax under the Paid Family and Medical Leave Act (PFML) in October 2019.
- The TA includes an 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 instructional period.
- The TA aligns grievance deadlines and language with that in the Day contract.

The stipend increases in the first year were retroactive to the start of the spring 2021 instructional period and were paid in the December 2021 paycheck.

A vaccination memorandum and a health and safety memorandum for the DGCE unit were also implemented on October 27th, 2021. Included in the health and safety memorandum were two provisions that student evaluations for the Fall 2020 shall be expunged, and that classroom observations for the Fall 2020, Winter 2021 and Spring 2021 instructional periods shall be expunged.

I am very grateful to all our members for their support throughout the 17 months of negotiations, as well as to the MSCA President CJ O'Donnell and the entire DGCE Bargaining team.

In solidarity,

Irina Seceleanu (DGCE Bargaining Chair)

[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)