

## **DGCE Negotiations Update - 12.5.2023**

The DGCE bargaining team met with management at Worcester State University on Tuesday, December 5, 2023. Management submitted their first set of proposals which they described as focused on fair practices, student success, and modernization of the contract. The union also submitted proposals in addition to those presented at the last meeting. You can read both management's and the union's proposals on our [DGCE Bargaining](#) page.

While there were numerous proposals offered by management, several were significant in their implications for our working conditions. Of particular concern for the bargaining team were: the proposed requirement to "exclusively utilize the university's official learning management system to provide instruction;" the mandate to "respond to student communications within twenty-four (24) hours of receipt of such communication;" the changes to student evaluations that would allow for open comments as well as access to the aggregate data of student evaluations without notification to faculty; and the erasure of the 1996 Memorandum of Agreement on Anonymous Complaints which would allow administration to pursue disciplinary action on the basis of anonymous complaints.

Union proposals focused on ensuring the integrity of our programs and courses. These included compensating the work that is required for student success, such as program and curriculum advising; for high-quality teaching through the compensation of professional development; and recognizing the necessary work such as engagement in enrollment/recruitment events, marketing, orientation, and others that faculty often participate in to ensure the integrity of our programs. In relation to courses, the union proposed changes to course minimums and maximums, equivalencies, and scheduling.

Our next two bargaining sessions will be held via zoom on December 18th & 29th 9:30-12:00. As per the ground rules, all initial proposals must be submitted no later than December 31st, so these meetings will be the ones where management and the union submit their remaining proposals. You can sign up to serve as a silent bargaining representative at the links below:

- [Monday, December 18, 2023 - 9:30-12:00](#)
- [Friday, December 29, 2023 - 9:30-12:00](#)

If you have any questions, please reach out to your chapter bargaining representative.

In solidarity,

### **The DGCE Bargaining Committee**

[Erika Briesacher](#) (Worcester), Chair  
[Jenna Mendell](#) (Bridgewater), Vice Chair  
[Aruna Krishnamurthy](#) (Fitchburg)  
[Jerusha Nelson-Peterman](#) (Framingham)  
[Patti Seitz](#) (MassArt)  
[Marianne Young](#) (MCLA)  
[Caleb Pendygraft](#) (Mass Maritime)  
[Joanna Gonsalves](#) (Salem)

[Chris Masi](#) (Westfield)

[Maria Hegbloom](#) (MSCA President)

[Bret Seferian](#) (MTA Field Representative)