
Subject: [ft-faculty] FAC Negotiations Update 2025-06-09
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From: Dr. Stacey A. Muir Ph.D.
To: ft-faculty@scranton.edu
Attachments: Minimal Compliance_2025.pdf

Dear colleagues,

On Thursday, June 5, the FAC and FPC bargaining teams met for a two-hour bargaining session, primarily focused on the three “package options” FPC provided on May 21 as a counter to FAC’s April 16 salary and economic proposal.

As outlined previously (see my May 22 and May 27 emails), key features of FPC’s across-the-board (ATB) salary raise proposals are that they are:

- **Marginal** and not tied to inflation
- **Offset by cuts** in other areas
- **Delayed until January 2026**, effectively reducing an already inadequate first-year raise

What that January Delay Means in Practice

All three FPC options propose ATB salary increases in the first year that would take effect in **January 2026**, rather than the **usual** start of the contract year in **September 2025**. On Thursday, we got some clarity on what this delay means.

For example, a 1.25% ATB raise (one of FPC’s real numbers) in Year 1 of the contract only amounts to **0.83% raise over the full year**. (Sample calculations are at the end of this email for those that want more detail!)

When asked why they didn’t just propose a true annual increase effective in September, FPC admitted that a **percentage below 1% wouldn’t present well**.

Even under FPC’s “best” option,

- Faculty hired before August 31, 2022, would see an effective increase of only 0.58% in Year 1 (salary + retirement) due to proposed retirement cuts.
- Faculty hired later, for whom FAC is fighting to restore full retirement contributions, would see just a 1.5% increase.

And these figures don’t account for additional cuts or freezes elsewhere in other compensation areas.

Budget Limits and Mixed Messages

At the start of Thursday’s session, FPC informed us that during the May 8–9 Board of Trustees meeting, a budget was approved that **caps all Year 1 contract financial improvements**, including salary, overloads, and more, at an amount of roughly **2% of total faculty salary**.

To be clear, we do not find it acceptable to have this pre-determined cap and expect FPC to bargain in good faith as they assured us they would at the table (May 1) in response to direct questions from FAC on the budget plan. Indeed, they told us they could return to the Board for reconsideration if needed.

If this apparent cap suggests that faculty are not viewed as one of the critical areas necessary for the University's success—as mentioned in Fr. Marina's May 28 message about a “shared” strategic vision—or if flexibility in budgeting has quietly disappeared, it raises serious questions about the administration's priorities and the potential for meaningful, collaborative negotiations.

Non-Economic Issues Still Stalled

FAC's proposals aimed at strengthening working conditions, professional agency, and shared governance continue to be rejected in whole or effectively so. At the same time, FPC has introduced non-economic proposals that are harmful and further erode faculty rights (see May 27 email for details).

Why Minimal Compliance Matters

Minimal Compliance (document reattached for your convenience) is a lawful, collective action that reminds the administration that faculty are essential—and that forward movement requires **a contract that reflects our value and understands that faculty's labor matters to institutional stability and success.**

Your solidarity is already being felt, and we need to keep that momentum going! Another strong way to demonstrate to FPC that our faculty are engaged and committed to FAC's negotiation for a fair contract is to observe a bargaining session firsthand! Sign up [here](#) to let us know you want to observe.

We bargain again on **Thursday, June 12**, in two sessions (11:30 a.m. –1:00 p.m. and 2:00–3:30 p.m.).

In solidarity,
Stacey

Details on What That January Delay Actually Means for Your Pay

All three FPC options propose ATB salary increases that would take effect in **January 2026, rather than the usual start of the contract year in September 2025.**

- For the first four months of the contract year (September–December 2025), **your monthly salary will stay the same** as it is now—**no raise yet.**
- Starting in **January 2026 through August 2026**, you will receive your **new monthly salary**, which then includes the percentage ATB increase.

Example:

- Faculty member with a \$100,000 salary for academic year 2024-25
- 1.25% ATB increase offered (a real FPC figure from their options) effective January 2026
- The monthly salary for September, October, November, and December of 2025 is the **same as this academic year's monthly salary:**

$\$100,000/12 \approx \$8,333$

- The monthly salary for January through August of 2026 is:

$(\$100,000 \times 1.0125)/12 = \$101,250/12 = \$8,437.50$

- So 4 months at ~\$8,333, 8 months at \$8,437.50
- **Total increase over the year** = ~\$833, or an **effective annual raise of 0.83%**, only two-thirds of 1.25%

Note: It's still unclear whether faculty promoted in Fall 2025 will see any adjustment to pay from

September to December under FPC's delayed raise model.

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