
Subject: [ft-faculty] FAC Negotiations Update 2025-06-17
Date: Tuesday, June 17, 2025 at 3:04:33 PM Eastern Daylight Time
From: Dr. Stacey A. Muir Ph.D.
To: ft-faculty@scranton.edu

Dear colleagues,

FAC and FPC Table Teams bargained during two sessions last Thursday, June 12 (11:30 a.m. – 1 p.m., 2 – 3:30 p.m.).

In the first session, FAC presented a new salary and economic package following our rejection of FPC’s earlier three package proposal “options.” Discussion became tense at times due to FPC’s disagreement over basic bargaining terms—for instance, claiming that a rejection qualifies as a counterproposal and that package proposals can be picked apart to be partially negotiated. These issues distract from the hard work of substantive bargaining at the table, slowing progress and creating confusion about what is actually on the table.

Eventually, FPC shared some sticking points for them on our package proposal, including their opposition to tying any annual raise to inflation (i.e., CPI-U). They also continued to shift their position on whether the Board of Trustees had imposed a hard cap or merely provided guidance on how much FPC can negotiate financially for Year 1 of the contract. Ultimately, FPC rejected FAC’s revised salary and economic package proposal.

The later session was primarily focused on non-economic items, particularly the hiring process and general responsibilities for full-time faculty. This session was more productive, and we began identifying possible areas of middle ground that could help shape future counterproposals.

FAC remains committed to meaningful and constructive dialogue and continues to expect good-faith negotiation over all elements, including financial items, without being constrained by supposed predetermined limits.

At this point, we are coordinating schedules to determine the next bargaining session.

In solidarity,
Stacey

P.S. Please do not forget to let us know if you’re interested in observing a summer bargaining session using this [form](#). Your presence strengthens our message and shows that we stand united for a fair contract.

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