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To: ft-faculty@scranton.edu
Subject: [ft-faculty] FAC Negotiations Update 2025-08-05
Date: Tuesday, August 5, 2025 4:30:07 PM

Dear colleagues,

By now, many of you have likely seen the email sent late on Friday, August 1, by Liz Garcia on behalf of the FPC Negotiations Team (i.e., the administration's bargaining team). This message was sent not only to faculty but also to staff, and it included their version of a negotiations update, along with their most recent financial package proposal, which had already been rejected by FAC.

This kind of public communication from the University during negotiations is highly unusual. Across the more than 30 years of combined service at the University represented on the FAC Table Team, we cannot recall a time when administration distributed bargaining proposals, let alone a rejected one, to a broader campus audience beyond the bargaining unit.

It's hard not to view this as an attempt to skew the narrative and to sow tension between faculty and staff. If you found the tone or content of that email misplaced, you're not alone.

But here's what we also know: these tactics don't work when members stand together. We trust you to place FPC's version alongside the regular updates we've provided to you, the faculty we represent.

To make our updates easier to access and reference, we will begin posting our negotiations update emails on our webpage [here](#). Please feel free to share this link with others. Unlike the administration, our ability to communicate broadly by email is limited.

A few specific points worth highlighting related to FPC's Friday, August 1 email:

- In our **July 29 update**, we noted that the financial package shared in FPC's email contained multiple mischaracterizations of FAC's positions—several of which we corrected at the table. And as we wrote in that update, FPC's proposal indeed offered minimal annual salary increases not tied to inflation and offset by cuts in other areas.
- In our **July 22 update**, we shared that we had provided FPC with a consolidated status tracker of proposals to help reduce confusion they'd expressed at the table. A couple of days later FPC shared with us the same document they included in their Friday email, which contains several discrepancies from FAC's record-keeping.
- The first formal bargaining session for our next collective bargaining agreement occurred on **February 27, 2025**. Prior meetings were for establishing procedural ground rules (agenda structure, timelines for proposals, scheduling sessions, etc.).
- For additional clarity, here is a timeline of major financial proposal exchanges:
 - **April 16:** FAC submitted proposals on salary, health insurance, and retirement (only the latter was concurrently proposed by FPC).
 - **May 21:** FPC responded with "options" (i.e., package proposals).
 - **June 10:** FAC submitted a responsive package proposal.
 - **July 16:** FPC issued the package proposal that they shared in Friday's email.

Now, turning to our most recent bargaining session held on **Monday, August 4**: We met to discuss the remaining items from the July 28 bargaining session and some carried over from prior sessions. Of the six topics slated, we worked through three. It's worth noting that the tone of the session was more constructive, though all the topics discussed were non-financial.

As shared previously, we'll resume negotiations on **Monday, August 11**, from 10 a.m. to noon and again from 1 to 2:30 p.m. Among the topics will be a financial proposal from us.

As always, our strength lies in our solidarity. Your continued commitment to **Minimal Compliance** (see [link](#)) continues to send a clear, united message, and that message will be all the more powerful as we approach Minimal Compliance **Stage 2** on September 1.

In solidarity,
Stacey

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