

**Subject:** [ft-faculty] FAC Negotiations Update 2025-08-14  
**Date:** Thursday, August 14, 2025 at 6:03:36 PM Eastern Daylight Time  
**From:** Dr. Stacey A. Muir Ph.D.  
**To:** ft-faculty@scranton.edu

Dear colleagues,

Bear with me on a longer update, but we are hoping to help better illustrate the current status of negotiations.

On Monday, August 11, FAC presented a new financial package that moved toward compromise while holding firm on our core principle of advancing economic security. By law, initial bargaining proposals start higher than what we might ultimately accept, and this FAC offer made moderated shifts from prior positions while addressing some concessions FPC has sought.

For example, FAC’s latest package proposal:

- Protects against wage erosion with across-the-board (ATB) annual raises tied to inflation.
- Restores retirement contributions for faculty hired since August 2022.
- Improves pay for overloads, readers, tutorials, and similar work.
- Increases minimum salary levels, initially and each year, to prevent rank-based pay stagnation.

It is noteworthy that any faculty member whose salary has increased annually only by the ATB raises from 2010 or some later year, with the exception of last year, has lost purchasing power over that period (using a lagging comparison of inflation measured by the December-to-December percentage change in Consumer Price Index for All Urban Consumers to an ATB not in effect until the following August – see table at end for more details).

FPC countered later that day with their own financial package. FAC moved on salary in all three years. FPC only moved on salary in Year 1, and FPC’s proposal still offsets raises with cuts elsewhere—most significantly, to retirement for faculty hired prior to August 2022.

**ATB and Retirement Contributions – Recent Proposals (Date proposals were exchanged)**

	FAC (JUNE 10)	FPC (JULY 16)	FAC (AUG 6)	FPC (AUG 11)
<b><u>ATB</u></b>				
<b>YEAR 1</b>	4.5%	1.85%	4.35%	2.00%
<b>YEAR 2</b>	CPI-U* + 1.3%	2.25%	CPI-U* + 1.2% (floor 3.5%, ceiling 5.25%)	2.25%
<b>YEAR 3</b>	CPI-U + 1.4%	2.50%	CPI-U + 1.25% (floor 3.5%, ceiling 5.25%)	2.50%
<b>GAIN OVER LIFE OF CONTRACT</b>			11.78% (using floor in Years 2 and 3)	6.90%
<b><u>UNIV. RETIREMENT</u></b>	For ALL faculty	For faculty hired prior to August	For ALL faculty	For faculty hired prior to August

<u>CONTRIBUTION</u>		2022 (others remain at 8%)		2022 (others remain at 8%)
YEAR 1	10%	9.5%	10%	10%
YEAR 2	10%	8.5%	10%	9%
YEAR 3	10%	8%	10%	8%
<b><u>COMBINED CHANGE IN SALARY BY ATB AND RETIREMENT</u></b>				
YEAR 1			4.35%	2.00%
YEAR 2			CPI-U + 1.2% (floor 3.5%, ceiling 5.25%)	1.32%
YEAR 3			CPI-U + 1.25% (floor 3.5%, ceiling 5.25%)	1.56%
<b>GAIN OVER LIFE OF CONTRACT</b>			11.78%**	4.96%

\*CPI-U = December-to-December percentage change in the Consumer Price Index for All Urban Consumers.

\*\* Those hired after August 31, 2022, would see a greater benefit than 11.78% from FAC’s proposal because of bringing all faculty to a 10% University retirement contribution.

**Main takeaway:** The clock is ticking on our contract, and the administration is still asking all of us to accept less.

**Other topics discussed on August 11:**

- FAC’s counter proposal on complaints and grievances, with a new handbook section on accountability in administrative decision-making.
- FPC’s rejection of FAC’s co-teaching proposal.
- FPC’s proposals to cut phased retirement benefits and make mostly editorial changes to several handbook sections (FAC had previously proposed substantive revisions).

We’ll resume on **Monday, August 18 (10:45 – 11:45 a.m. and 1:45 –3:15 p.m.)** with the remaining proposals from August 11. If you want to observe one or both of these sessions, please email me no later than noon tomorrow, Friday, August 15!

**Next steps:** As the semester begins and our contract nears expiration, FAC EC is organizing a gathering to share updates, answer questions, outline next steps, and reinforce our solidarity. We’re aiming for **Thursday, August 21** (late afternoon/early evening with a short **discussion followed by a happy hour**). Details to follow once the location is confirmed.

Our strength lies in standing together. Your commitment to [Minimal Compliance Stage 2](#) (beginning September 1) and to collective actions ahead will be critical.

In solidarity,  
Stacey

<b>Salary Increases by ATB Only Since August of the Given Year:</b>	<b>Percentage of What You can Purchase NOW Relative* to the Given Year</b>	<b>Change in Purchasing Power NOW Relative* to the Given Year</b>
<b>2024</b>	100.1%	+0.1%
<b>2023</b>	98.8%	-1.2%
<b>2022</b>	96.0%	-4.0%
<b>2021</b>	94.7%	-5.3%
<b>2020</b>	92.6%	-7.4%
<b>2019</b>	92.8%	-7.2%
<b>2018</b>	93.0%	-7.0%
<b>2017</b>	93.3%	-6.7%
<b>2016</b>	94.9%	-5.1%
<b>2015</b>	96.4%	-3.6%
<b>2014</b>	96.7%	-3.3%
<b>2013</b>	97.9%	-2.1%
<b>2012</b>	98.1%	-1.9%
<b>2011</b>	99.1%	-0.9%
<b>2010</b>	99.6%	-0.4%

\* Using a lagging comparison of inflation measured by the December-to-December percentage change in CPI-U to an ATB not in effect until the following August.

**Example:**

- Suppose in August 2018 and onward, a faculty member’s salary went up each year only by the ATB raises that were negotiated for each year. (For example, maybe this faculty member was last promoted in rank in August 2017 and now increases in their salary come only from the annual ATB.)
- The salary change over that period did not keep up with inflation. Their real (inflation-adjusted) income has gone down even though the number on their paycheck went up. Over those years, the cumulative effect is that their salary now buys **7% less** than it did in 2017.

This is why FAC is fighting for ATBs tied to inflation!

To insert a photo into the "Union Strong" frame, [visit this page](#) and to update your Microsoft 365 profile picture, [visit this page](#).

To share a non-university email and phone number with FAC, [visit this page](#).

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Dr. Stacey Muir  
***Fighting for a Fair Contract***  
Professor of Mathematics  
Chair of the Faculty Affairs Council  
University of Scranton

Loyola Science Center 271  
Scranton, PA 18510  
[www.scranton.edu/faculty/muirs2](http://www.scranton.edu/faculty/muirs2)

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