

Subject: [ft-faculty] FAC Negotiations Update 2025-10-22
Date: Wednesday, October 22, 2025 at 4:24:08 PM Eastern Daylight Time
From: Dr. Stacey A. Muir Ph.D.
To: ft-faculty@scranton.edu
Attachments: Finanical tracking-Oct FAC meeting_annotated.xlsx

Dear colleagues,

Today marks day 52 of working without a contract.

Although FPC had insisted the prior week on wanting to present a response on our financial proposal, at our Thursday, October 16 bargaining session, they instead asked to begin with FAC's package on *Faculty Handbook* (FHB) Sections 5.5–5.9, along with a revised section we had previously proposed to protect bargaining unit teaching work.

In that discussion, FPC repeatedly claimed our proposal to protect bargaining unit teaching work limited their managerial rights, and they had no interest in discussing the value to our students of ensuring a certain level of courses are taught by full-time faculty and that teaching is not farmed out to third parties, including AI-powered services.

Most of the rest of the bargaining session was spent on FPC's financial position, including a presentation they originally planned for the last session plus a new one. We will resume discussion at the next session as there was not enough time to address our various questions about the presentations and their financial package.

Since we reviewed the recent history of exchanged financial proposals at the recent FAC meeting, including FPC's latest version, I won't repeat it here, but I've attached a spreadsheet (now annotated some) that I presented from during the FAC meeting for your reference.

As the session closed, we also reached a tentative agreement on FHB 12.0 – 12.4 (sabbaticals).

Key Takeaways: FPC is not offering real progress in key financial areas.

- Since July 16: *No movement* on across-the-board (ATB) raises for Year 2 (2.25%) or Year 3 (2.5%).
- Since August 11: *No movement* on the Year 1 ATB raise (2%).
- September 23: “Improvement” of cutting retirement contributions over the contract by only 15% instead of 20%.
- Since August 11: *No change* to overload or reader/tutorial pay (and they are staying at current rates).

FAC continues to state clearly at the table: we still have room to move on some of our positions and on some FPC takebacks, *if* we see FPC make real advancements towards progress toward our core financial priorities.

Away from the table:

Last week, the Dean of the College of Arts and Sciences (CAS) attempted to pressure some Program

Directors (PDs) to attend Open House, even when attendance is *not* a contractual requirement in their appointment letter, by threatening their directorships. After FAC responded and clarified the CBA language, the Dean backed away from the termination threat, but then wrongly suggested that *any* PD that does not come to Open House could be engaging in unprotected union activity. These comments were both false and troubling.

FAC's Executive Committee, in consultation with counsel and AAUP, has formally responded to both the Dean and the Provost. We stand firmly behind every member's right to participate in legally protected union activity without intimidation or retaliation.

Please **sign up [here](#)** to observe bargaining **tomorrow**—our last scheduled session before Sunday's Open House. Your presence shows strength, solidarity, and support for a fair contract.

In solidarity,
Stacey

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