

Subject: [ft-faculty] FAC Negotiations Update 2025-11-14
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From: Dr. Stacey A. Muir Ph.D.
To: ft-faculty@scranton.edu
Attachments: Finanical tracking_annotated_NOV.xlsx, Loss of Purchasing Power_FPC Nov 11 position.pdf

Dear colleagues,

Signs of progress from the last three sessions lost some of their shine this week but make no mistake, our unity and visibility *are* having an impact. While it's challenging to face the tension, defensiveness, and avoidance, this disgruntlement we're seeing at the table is a sign of something important: **our collective actions are getting FPC's attention**. They even quoted these email updates and referenced material from our webpage this week.

FPC's new financial package on Tuesday showed no real movement, and they avoided discussion or bargaining on the content of proposals scheduled for that day. Their approach this week suggested they may be expecting faculty unity and resolve to taper off now that the last Open House has passed. Let's reset that expectation.

On financials, the only change from FPC's November 6 offer was a **0.1% increase** the across-the-board (ATB) raise in Year 1, paired with their acceptance of cuts *we* had offered as a concession in our last package.

Here's where FPC stands on our core priorities:

- **ATB raises (Years 1-3):** 2.6%, 2.75%, and 2.75%—still trailing or disconnected from inflation
- **Retirement contributions:** 10% cuts remain
- **Overload and tutorial, reader, etc. pay:** flat for three years.

See attached documents for more details.

When we noted that their 0.1% "give" was smaller than the concessions they took, FPC's response was astonishing: they told us we shouldn't have offered cuts we weren't comfortable with. We had to remind them those concessions were part of a **package deal** that included, among other things, salary increases *above inflation*. In other words, they pocketed our movement without making meaningful movement of their own.

The remainder of the session focused on three outstanding FAC packages from the October 23 and November 6 sessions.

One small positive did emerge: after FAC withdrew a section requiring written reasons for decisions, FPC said they would reciprocate by withdrawing their managerial rights clause which curtailed academic freedom and claims sole authority over mandatory subjects of bargaining (e.g., workload, discipline). But they wanted to do this separately from the rest of the package. We thanked them for the gesture, but since they were unprepared to discuss the remaining parts of the package on discipline and the complaint/grievance process, we asked them to include the change as part of a **complete** counterproposal, not a piecemeal carve-out.

On the remaining FAC packages, FPC again did not engage on the substance of the proposals and tried to cherry-pick only the parts containing concessions to them. When we pushed back on the latter, they

falsely accused FAC of pulling Faculty Contract Article 10 (Health Insurance) out of a package. That claim is simply untrue. On November 6, under a different FPC lead, both sides **signed a tentative agreement** on Article 10 based on FPC's own *standalone* May proposal – not a package.

When their lead negotiator continued to dispute that fact, we emailed a copy of their May proposal to both teams and asked other FPC table team members to confirm the record. They did but the lead still questioned it.

Their attempt to suggest FAC acted in bad faith fell apart as soon as the actual record was reviewed. And Article 10 remains a valid tentative agreement, confirmed by both sides.

This is not bargaining. And it underscores why our **unity and visibility matter now more than ever**.

Now is not the time to ease up. Winning a fair contract will take sustained collective pressure and participation from all of us.

➡ **Here's how to show up next week:**

- **Observe bargaining:** Tuesday, November 18, 1:30–4:30 p.m. – sign up [here](#)
- **Wear gold:** Whether or not you can attend bargaining, wear your gold FAC shirt that day to show solidarity,
- **Stay connected:** Keep in touch with your FAC Liaison for updates and upcoming actions.

We've come this far together—our continued unity and resolve will carry us to the fair contract we've earned.

In solidarity,
Stacey

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