

**Subject:** [ft-faculty] FAC Negotiations Update 2025-11-21

**Date:** Friday, November 21, 2025 at 2:33:21 PM Eastern Standard Time

**From:** Dr. Stacey A. Muir Ph.D.

**To:** ft-faculty@scranton.edu

Dear colleagues,

This week's Tuesday bargaining session was spent entirely on exchanges of financial packages at the table. While progress was limited, there *was* movement — and it shows that continued engagement and solidarity is producing results.

FAC opened the session with our updated financial package. Over the course of the afternoon, four additional counter packages were exchanged, concluding with a FAC proposal. Recognizing that all movement is still within broader packages that include many unsettled items, here is where things stand on across-the-board raises (ATBs), which were the primary focus of the exchanges at the table:

- **FPC's final proposal of the day** increased ATBs by **0.1 percentage points in Year 1** and **0.05 percentage points in Years 2 and 3**, relative to their November 11 positions.
- **FAC's concluding proposal** also offered moderated movement. Relative to our November 6 positions, we lowered our ATBs by **0.2 (Year 1)** and **0.1 (Year 2)** percentage points and reduced the ceiling in **Year 3 by 0.35**.

This is not the rate of progress needed to reach a fair contract soon — but it is progress. And it reinforces a core truth: when both sides move, even modestly, we make more headway than when offers remain frozen. Given that FAC has made more substantive moves and more often, larger and more proportional steps from FPC could bring us closer to settlement far more efficiently than incremental shifts.

We look forward to seeing more meaningful movement at our next session, **Tuesday, November 25, 1:30–4:30 p.m.** in Brennan 509 (Rose Room). Observer sign-up link is below.

Several other proposals were also exchanged for this week's session but not yet discussed. Unfortunately, FPC's approach on some of these items was to break apart FAC packages into stand-alone pieces, and the items they separated out tended to be the "takes," not the "gives." Notably, although FPC had previously signaled potential reciprocity on withdrawing their managerial rights clause, no such movement appeared in their proposals this week. Perhaps the status on this clause will become clearer when we discuss the full set of items still outstanding.

As we move forward, **our collective presence and steady pressure remain absolutely essential**. Every show of solidarity helps keep negotiations focused and productive.

Here's how to show our unity in the coming week:

- **Observe bargaining:** Tuesday, November 25, 1:30–4:30 p.m. — *sign up [here](#)*
- **Wear gold:** Whether or not you can attend bargaining, wear your **gold FAC shirt on Tuesday, November 25**, to show solidarity. Sheli Pratt-McHugh has shirts available on the second floor of the library.
- **Stay connected:** Reach out to your FAC Liaison for updates and upcoming actions.

In solidarity,  
Stacey

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