

Subject: [ft-faculty] FAC Negotiations Update 2025-12-17

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

To: ft-faculty@scranton.edu

Dear colleagues,

After an extended bargaining session yesterday, we made significant progress. I'm pleased to report that we reached a tentative agreement at the table on major financial components that advance many of FAC's key priorities related to faculty economic security — both in the short and long term — and to supporting and respecting our labor and agency.

Highlights of the tentative agreement include:

- Years 1 – 3 ATBs: 3.15%, 3.25%, 3.675%
- No changes to the current retirement contribution structure
- Years 1 – 3 overload compensation per credit: \$1,750, \$1,785, \$1,820
- Years 1 – 3 readers, tutorials, independent studies, and theses compensation per credit: \$230, \$235, \$240

In addition, the tentative agreement maintains the current proportion of Faculty Specialists and affirms faculty holding doctorates, including clinical doctorates, are eligible for tenure-track positions.

This progress is due in no small part to faculty's persistence and collective engagement. Thank you for continuing to show up for one another and for the union.

As you can imagine from our previous updates, there are still some open areas to negotiate before a full tentative successor collective bargaining agreement can be brought to the union membership for consideration and ratification vote. In other words, we are not done bargaining yet, but we are hopeful that we are on a solid path forward to wrapping up negotiations early in the new year. FAC and FPC will aim to exchange documents electronically in advance of our next **bargaining session on Tuesday, January 13, 1 – 3 p.m.** to help move the remaining work forward.

However you choose to mark the season, I hope it is joy-filled and restful! Thank you for the care, thoughtfulness, and solidarity you continue to show one another. That spirit is one of our greatest strengths.

In solidarity,
Stacey

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