

Memo



ST. JOHN'S
UNIVERSITY

Date: November 5, 2025

To: All Full-Time and Adjunct Faculty

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SUBJECT: CBA Update to Faculty

Dear Colleagues,

I wish to provide you with an update on our collective bargaining process. We continue to meet every two weeks, but will meet more frequently if necessary, and I sincerely appreciate the time and efforts of both negotiation teams. I acknowledge that a collective bargaining process can at times be challenging, but I believe we are making good progress.

In terms of salaries, we hear your concerns, and we delivered a more comprehensive salary proposal at today's meeting:

- 2025-2026 3% (FT) (PT increase is already in the 22-25 contract at 3.25%)
- 2026-2027 3% (FT and PT)
- 2027-2028 3% (FT and PT)

In terms of health insurance, we proposed supplements to the Health Insurance Premium Fund as follows:

- \$135,000 for AY 2025-2026
- \$140,000 for AY 2026-2027
- \$ 145,000 for AY 2027-2028

We are still working on the % increase to the corpus of the Health Insurance Premium Fund, and we will have the proposal ready shortly.

The other topics discussed at today's meeting included making a change to Appendix E and incorporating clarity to the Adjunct Promotion process. We also continue to work through potential changes to Appendix K.

Over the last couple of weeks, we have collectively realized that the CBA and Statutes contain provisions that are either out of place or need additional clarity, and we have agreed to form working groups to further examine these issues. I believe that this will result in a more streamlined outcome that will reduce miscommunications and confusion in the future.

At today's meeting we also had a productive discussion regarding some of the concerns raised related to intellectual property. As we continue to gain more clarity, I am confident that we are heading towards a mutually agreeable conclusion.

I am truly grateful for all your continued efforts and for all that you do for St. John's and for our students.