

# Memo



ST. JOHN'S  
UNIVERSITY

Date: December 3, 2025

To: Deans\*

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**SUBJECT: Collective Bargaining Agreement (CBA) Update December 3, 2025**

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I would like to update you on the most recent developments in the Collective Bargaining Agreement (CBA) negotiations and recap some of the key provisions as we work in partnership to finalize our new contract. I am also pleased to inform you that we are **developing a sign-on protected webpage** that will contain my past messages and key highlights of the negotiations.

Below you will find the comprehensive compensation proposal that has emerged after several months of negotiations. For context, I would like you to know that it has always been our goal to conclude the negotiations prior to December 31, 2025 in part because the Supplemental Health Insurance Fund from the 2022-2025 CBA will sunset at that time (bullet 4). This means that in January, although your insurance premium will continue to be reduced by the main fund, the supplemental fund will not be available if negotiations have not yet concluded. Naturally, this is a concern to all of us as we truly recognize the very important work that you all do to ensure the success of our students. Therefore, regardless as to whether negotiations are concluded by the end of this calendar year, the Administration informed the Unions today that we will continue the Supplemental Health Insurance Fund for one more year (2026). Years 2 and 3 will remain a part of this current negotiation.

## Comprehensive Compensation Proposal

- We offered Full-Time Faculty three consecutive annual raises at: 3% in Year 1; 3.25% in Year 2; and 3.25% in Year 3.

- We offered Adjunct Faculty three consecutive annual raises at 3.25% in Year 1; 3.25% in Year 2; and 3.25% in Year 3.
- We proposed to maintain the Health Insurance Premium Fund, now at \$430,000, to help reduce insurance premium costs.
- We proposed funding the Supplemental Health Insurance Fund at \$135,000 in Year 1; \$140,000 in Year 2; and \$145,000 in Year 3.
- **(proposed 12/3)** We proposed reinstating the Annual Recognition Awards (Merit) and funding it with \$125,000.

We believe this proposal reflects our commitment to you as faculty, particularly as we collectively face significant financial pressures moving forward.

During the negotiations, transferring sections of the CBA that are not related to wages, benefits, or terms and conditions of employment into the Statutes was collectively discussed.

For our part, we need to ensure that the University is more nimble and adaptive to the rapidly changing higher education landscape. To this end, we have made significant proposals that reflect this objective. Many of our suggested changes include removing layers of process in order to contribute to operational efficiency. We proposed altering outdated structures in a way that would allow administrators to make “administrative decisions” with faculty input, while allowing faculty members to retain and strengthen faculty governance over the traditional “faculty matters.” For example, we have suggested transitioning the current **University Senate** into a more traditional **Faculty Senate** that acts as an authoritative and advisory body for faculty interests and student life through the shared governance process.

I am also pleased to report that we have made progress on other items during previous negotiation sessions. Some of these are:

- Adjustments to the process for Part-Time Faculty pay schedules and publication of schedules for Full-Time Faculty
- Emergency Assignments
- Timing of Faculty salary reviews

- Moving CBA Section 6.03 to the Statutes
- Core Studies Program Directors and Adjunct Faculty classroom evaluations
- Clarification to the Adjunct Faculty promotion process

You will be receiving a link to our webpage in the next few days, and I encourage you to visit it so that you can stay informed of our progress towards a new contract.

Our next negotiation session is December 10<sup>th</sup>, after which I will provide another recap.

Wishing you all the best of luck as we approach finals week.

\*Teresa Delgado  
Caroline Fuchs  
Luca Iandoli  
Anne Lin  
Maciek Nowak  
James Wolfinger