

Greetings, colleagues.

On Monday, Oct. 6, 2025, the College met with the union for in-person negotiations. Prior to the session, the union provided a counter proposal that reverted numerous articles back to their July 9, 2025 proposal, reversing progress that had been made at the negotiations session on September 10 and 11, 2025. This kind of regressive bargaining makes it difficult to reach a mutually agreeable settlement.

Despite this regressive bargaining by the union, the College's Oct. 6 proposal provided updated language on intellectual property and provided an updated salary proposal with an additional year.

Year 1: The union may choose either:

- a) increase full-time faculty base pay by 9.28% and increase the full-time faculty overload and adjunct rate to \$1,374 by moving tiers one and two to the tier three wage, or
- b) increase full-time faculty base pay by 9.1% and increase the full-time faculty overload and adjunct rate to \$1,400 by moving current tier one, two and three to a new higher rate

Year 2: 3% increase for all full-time and adjunct faculty

Year 3: 3% increase for all full-time and adjunct faculty

Year 4: 3% increase for all full-time and adjunct faculty

Please note, the Year 1 base pay increase is higher than 9% to account for compounding that has otherwise been lost due to the union not agreeing to raises offered in the last three years. This proposed increase directly addresses the union's concern about pay.

The next negotiation session is scheduled for Oct. 28, 2025. The college is looking forward to receiving the union's counterproposal and continuing to negotiate in good faith.

Thank you.