

SMU Counter Proposal

Presented: October 22, 2025

Schedule A

	Sept. 1, 2024 Stipend* 3%	Sept. 1, 2025 Stipend* 3%
Basic Stipend	\$6,294.33	\$6,483.16
Stipend for Precedence List	\$6,568.31	\$6,765.36
Stipend for Precedence List with 5 years experience and up to and including 10FCEs	\$6,695.52	\$6,896.38
Stipend for Precedence List with 5 years experience and more than 10 up to and including 15 FCEs	\$6,760.41	\$6,963.22
Stipend for Precedence List with 5 years experience and more than 15 up to and including 20 FCE's	\$6,887.61	\$7,094.24
Stipend for Precedence List with 5 years experience and more than 20 FCE's	\$7,016.88	\$7,227.38

*The Stipend is exclusive of vacation pay and based on 0.5 FCE.

The Employer reserves the right to add, delete, and modify any of its proposals during the collective bargaining process. Proposals are made without prejudice to the Employer's position as to current rights or practice. Subject to errors and omissions.

	Sept. 1, 2026 Stipend* 3% + \$300 market adjustment	Sept. 1, 2027 Stipend* 3%
Basic Stipend	\$6,977.65	\$7,186.98
Stipend for 2.5FCEs up to and including 10FCEs.	\$7,472.11	\$7,696.28
Stipend for more than 10FCEs.	\$7,744.20	7,976.53

*Stipend amounts can be rounded.

The Employer reserves the right to add, delete, and modify any of its proposals during the collective bargaining process. Proposals are made without prejudice to the Employer's position as to current rights or practice. Subject to errors and omissions.