

APPENDIX B.5 2025 FLIGHT ATTENDANT WAGE SCHEDULE

LETTER OF UNDERSTANDING BETWEEN:
FLAIR AIRLINES LTD.
(Hereinafter referred to as the “Company”)
AND
CUPE Local 4060
(Hereinafter referred to as the “Union”)
Without prejudice or precedence

The parties agree to the following wage schedule and premium changes effective January 1, 2025. This wage schedule represents a 2.40 % increase above 2024 wages per the definition of “cost of living” increases in bullets #4 and #5 of Appendix “B” of the Flight Attendant Wage Schedule.

The Flight Attendant Wage Scale for previous years was adjusted by the following percentages, per the definition of “cost of living” increases in bullets #4 and #5 of Appendix B of the Flight Attendant Wage Schedule.

- The 2021 Wage Schedule was adjusted by 1.0% effective January 1, 2021.
- The 2022 Wage Schedule was adjusted by 3.4% effective January 1, 2022.
- The 2023 Wage Schedule was adjusted by 6.8% effective January 1, 2023.
- The 2024 pay premiums were adjusted by 3.9% effective January 1, 2024.

Flight Attendant:

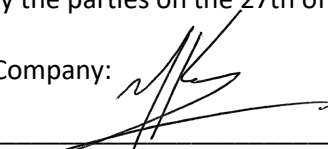
Years of Service	Timeline	Daily / Hourly	Monthly	Annually
Training	Initial Training	\$141.56	N/A	N/A
0– 6 months	Months 1 – 6	\$27.89	\$2,230.94	\$26,771.25
6-12 months	Months 7 – 12	\$29.99	\$2,398.97	\$28,787.59
Year 2	Months 13 – 24	\$30.92	\$2,473.96	\$29,687.56
Year 3	Months 25 – 36	\$32.84	\$2,626.82	\$31,521.79
Year 4	Months 37 – 48	\$36.10	\$2,887.87	\$34,654.49
Year 5	Months 49 – 60	\$37.55	\$3,003.68	\$36,044.14
Year 6	Months 61 – 72	\$39.03	\$3,122.36	\$37,468.32
Year 7	Months 73 – 84	\$40.58	\$3,246.71	\$38,960.58
Year 8	Months 85 – 96	\$42.21	\$3,376.78	\$40,521.40
Year 9	Months 97 – 108	\$43.91	\$3,512.55	\$42,150.54
Year 10	Months 109 – 120	\$45.66	\$3,653.03	\$43,836.33
Year 11	Months 121 – 132	\$49.86	\$3,989.10	\$47,869.26
Year 12	Months 133 – 144	\$52.36	\$4,188.47	\$50,261.61
Year 13	Months 145 - 156	\$54.97	\$4,397.31	\$52,767.74

Trainer Premium – Twenty-nine dollars and sixty-seven cents (\$29.68) per completed day.

Per Diem - \$4.16 per hour while away from home base.

Signed by the parties on the 27th of January 2025.

For the Company:



Matt Kunz

Duncan Pattillo



Duncan Pattillo

Caitlin Peddle



Caitlin Peddle

For the Union:

Teenisha Raju

Teenisha Raju



Kiran Khaira

Stacy Durning



Stacy Durning