

APPENDIX B.6 2025 ARTICLE 23 - PREMIUMS

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 2.4% 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 pay premium rates for previous years adjusted by the following percentages as per the definition of “cost of living” increase in bullets #4 and #5 of Appendix “B” of the Flight Attendant Wage Schedule.

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

a) Flight Attendants may be eligible for the following wage rates if appointed by the Flight Attendant Manager or designate

- In-Flight Director (IFD) – as per wage table below

Years of Service	Timeline	Hourly	Monthly	Annually
Start - 6 Months	Months 1 – 6	\$34.09	\$2,727.08	\$32,724.91
6 months to 12 months	Months 7 – 12	\$37.33	\$2,986.70	\$35,840.41
Year 2	Months 13 – 24	\$38.50	\$3,080.18	\$36,962.18
Year 3	Months 25 – 36	\$40.88	\$3,270.45	\$39,245.41
Year 4	Months 37 – 48	\$45.12	\$3,609.87	\$43,318.39
Year 5	Months 49 – 60	\$46.86	\$3,748.54	\$44,982.44
Year 6	Months 61 – 72	\$48.73	\$3,898.31	\$46,779.68
Year 7	Months 73 – 84	\$50.73	\$4,058.48	\$48,701.77
Year 8	Months 85 – 96	\$52.87	\$4,229.49	\$50,753.86
Year 9	Months 97 – 108	\$55.10	\$4,408.23	\$52,898.73
Year 10	Months 109 – 120	\$57.35	\$4,587.82	\$55,053.80
Year 11	Months 121 – 132	\$62.63	\$5,010.24	\$60,122.85
Year 12	Months 133 - 144	\$65.76	\$5,260.80	\$63,129.60
Year 13	Months 145 – 156	\$69.04	\$5,522.94	\$66,275.33

- Flight Attendants will be eligible for the IFD years of service wage rate commensurate with their placement on the Flight Attendant wage grid.

- Trainer Qualified – Twenty-five dollars (\$25) per completed day if assigned subject to cost of living increases or one percent (1%) per year, whichever is greater starting January 1, 2021, based on the Consumer Price Index for Canadian Annual Average, as published by Statistics Canada. The current rate for 2024 is \$29.68 per completed day.
- Instructor Premium - One hundred and fifty dollars (\$150) per completed day if assigned.

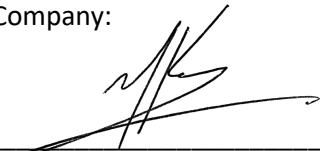
b) The trainer premium is applied as a flat dollar amount per completed day as assigned. The ratio of trainees to qualified flight attendants shall be one trainee to one trainer (i.e. 1:1) for line checks and IFD upgrade training only.

c) IFD and Trainer appointments are contingent on successfully completing position-specific training.

d) All appointments are entirely at the discretion of the Company and may be canceled at any time with the provision of thirty (30) days written notice

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

For the Company:



 Matt Kunz



 Duncan Pattillo



 Caitlin Peddle

For the Union:



 Teenisha Raju



 Kiran Khaira



 Stacy Durning