

## APPENDIX B.5 2026 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, 2026. This wage schedule represents a 2.1% increase above 2025 wages per the definition of “cost of living” increases in bullets #4 and #5 of Appendix “B” of the Flight Attendant Wage Schedule.

The following percentages adjust the pay premium rates for previous years as per the definition of “cost of living” increase 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 was adjusted by 3.9% effective January 1, 2024
- The 2025 pay premiums was adjusted by 2.4% effective January 1, 2025
- The 2026 pay premiums will be adjusted by 2.1% effective January 1, 2026

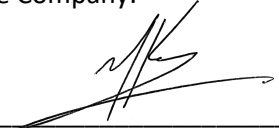
Years of Service	Timeline (Months)	Daily Hourly	Semi-Monthly	Monthly	Annually
Training	Initial Training	145.02			
0– 6 months	1 – 6	\$28.47	\$1138.89	\$2279.79	\$27333.45
6-12 months	7 – 12	\$30.62	\$1224.67	\$2449.34	\$29392.13
Year 2	13 – 24	\$31.57	\$1262.96	\$2525.92	\$30311.00
Year 3	25 – 36	\$33.52	\$1340.99	\$2681.98	\$32183.75
Year 4	37 – 48	\$36.86	\$1474.26	\$2948.52	\$35382.24
Year 5	49 – 60	\$38.33	\$1533.38	\$3066.76	\$36801.07
Year 6	61 – 72	\$39.85	\$1593.96	\$3187.93	\$38255.16
Year 7	73 – 84	\$41.44	\$1657.45	\$3314.90	\$39778.75
Year 8	85 – 96	\$43.10	\$1723.85	\$3447.70	\$41372.35
Year 9	97 – 108	\$44.83	\$1793.15	\$3586.31	\$43035.70
Year 10	109 – 120	\$46.62	\$1864.87	\$3729.74	\$44756.90
Year 11	121 – 132	\$50.91	\$2036.44	\$4072.88	\$48874.51
Year 12	133 – 144	\$53.46	\$2138.21	\$4276.43	\$51317.10
Year 13	145 - 156	\$56.12	\$2244.83	\$4489.66	\$53875.87

Trainer Premium \$30.30 per completed day.


Per Diem \$4.25 per hour while away from home base.

Signed by the parties on the 20<sup>th</sup> of January 2026.

For the Company:



Matt Kunz



Treena Squires



Caitlin Peddle

For the Union:



Teenisha Raju



Kiran Khaira



Stacy Durning