

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 20th of January 2026.

For the Company:



Matt Kunz



Treena Squires

Treena Squires



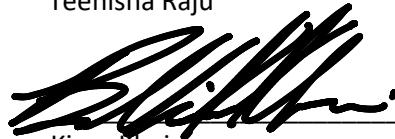
Caitlin Peddle

For the Union:



Teenisha Raju

Teenisha Raju



Kiran Khaira



Stacy Durning