

APPENDIX B.6 2026 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, 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.

- 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
- 2025 pay premiums were adjusted by 2.4% effective January 1, 2025
- 2026 pay premiums will be adjusted by 2.1% effective January 1, 2026

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

Years of Service	Timeline (Months)	Hourly	Semi-Monthly	Monthly	Annually
Start - 6 Months	1 – 6	\$34.80	\$1392.17	\$2784.34	\$33412.12
6 months to 12 months	7 – 12	\$38.12	\$1524.71	\$3049.42	\$36593.03
Year 2	13 – 24	\$39.31	\$1572.43	\$3144.87	\$37738.39
Year 3	25 – 36	\$41.74	\$1669.57	\$3339.13	\$40069.56
Year 4	37 – 48	\$46.07	\$1842.84	\$3685.67	\$44228.08
Year 5	49 – 60	\$47.84	\$1913.63	\$3827.26	\$45927.07
Year 6	61 – 72	\$49.75	\$1990.09	\$3980.17	\$47762.05
Year 7	73 – 84	\$51.80	\$2071.85	\$4143.71	\$49724.51
Year 8	85 – 96	\$53.98	\$2159.15	\$4318.31	\$51819.69
Year 9	97 – 108	\$56.26	\$2250.40	\$4500.80	\$54009.60
Year 10	109 – 120	\$58.55	\$2342.08	\$4684.16	\$56209.93
Year 11	121 – 132	\$63.94	\$2557.73	\$5115.45	\$61385.43
Year 12	133 - 144	\$67.14	\$2685.64	\$5371.28	\$64455.32
Year 13	145-156	\$70.49	\$2819.46	\$5638.93	\$67667.11

- Flight Attendants will be eligible for the IFD years of service wage rate commensurate with their placement on the Flight Attendant wage grid.
- Instructor Premium - \$30.30 per completed day if assigned.
- Per Diem \$4.25 per hour while away from home base.

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 completing position-specific training.

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

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