

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
Article 5.09 Duty Day Extension

The following Article is to replace Article 5.09 within the Collective Agreement.

5.09.01 Flights must be planned to be completed within the maximum flight time and maximum flight duty time outlines in 5.02.01 taking into account the time necessary for preflight and post-flight duties, the flight or series of flights, forecast weather, turn-around times and the nature of the operation.

5.09.02 Under no circumstance shall an aircraft depart if the duty day will exceed Seventeen (17) hours.

5.09.03 In the event of delay or IROP, the Company may require a Flight Attendant to extend their duty period to a maximum of 17 hours.

5.09.05 When the last leg of a duty period is a Deadhead to the Flight Attendants' base at the end of a pairing, the maximum planned duty periods outlined in 5.09.02 may be increased by four (4) hours for that duty period with consent of the Flight Attendant. For clarity the duty day may be extended up to twenty (20) hours when the last leg is deadheading to home base.

5.09.06 A Flight Attendant who completes a duty period longer than the applicable maximum planned duty period outlined in Article 5.02.01 will be entitled to extended duty period pay outlined in the table below.

Length of Completed Duty Period Extension (in hours on duty) Extended Duty Period Premium

Duty Day	Premium
14:00-14:59	\$100
15:00-15:59	\$150
16:00-17:00	\$250

5.09.07 Where flight duty time is extended, the subsequent minimum rest period must be increased by an amount at least equal to the extension to the flight duty time.

5.09.08 Where a Duty Day is extended beyond 16 hours, a hotel or ground transportation to their resting facility may be requested by the Flight Attendant. When a hotel is offered, rest cannot be waived in accordance with 5.09.07 above.

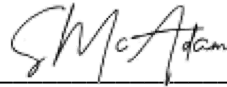
This Letter of Understanding will become part of the current Collective Agreement expiring in 2028. The Letter of Understanding will come into effect 01 August 2024.

Signed this ____ day of July 2024 at Edmonton, Alberta.

For the Company:



For the Union:



Teenisha Raju

Duncan A. Pattillo