

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

First Year Operational Experience Requirement

WHEREAS There is a Flight Attendant Training Standard (TP12296) requirement for Flight Attendants to act as a crew member at least once in each 90-day period in the first year following Line Indoctrination

WHEREAS the probationary period is limited 120 days and there is requirement for proper evaluation and Flight Attendants are to gain necessary experience.

NOW THEREFORE the parties agree to the following:

5.07.08 A new-hire Flight Attendants will not be scheduled Reserve Periods for two (2) full monthly scheduling period following the completion of initial training. New-hire Flight Attendant shall not have bidding rights for these monthly scheduling periods. These months could include training activities.

5.07.09 If the initial training ends prior to the 20th of the month, that month will not be included in the two (2) months referenced in 5.07.08. There will be no reserve blocks assigned in that month.

5.07.10 The scheduling of these pairings will be used from the last available flying.

5.07.11 Shift trades are not permitted unless approved by the Company.

9.13/5.01.21 A new hire Flight Attendant will be scheduled for at least two (2) sectors every 90 days in their first year of employment. The Flight Attendant will not have bidding rights to this flying. It will be assigned by the company.

This Letter of Understanding will become part of the current Collective Agreement expiring in 2028.

Signed this 14 day of March 2024 at Toronto, ON.

For the Company:

Duncan A. Pattillo



For the Union:

S. McAdam

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