

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

Abbotsford Base Closure

WHEREAS the Company has notified the Union that the Abbotsford base will close on October 28, 2023;

WHEREAS the parties recognize the value of retaining current Flight Attendants who are transferring to alternative bases in the current Flair network;

WHEREAS the parties agree that adjustments to the current Collective Agreement will support crew members affected by the base closure;

WHEREAS the parties recognize that some Flight Attendants may not choose to relocate until a later date;

NOW THEREFORE the parties agree to the following:

1.0 Timeline for Accessing Base Transfer Days

- 1.1 Flight Attendants will be eligible to access the Base Transfer Credits in Article 5.01.05 credits for up to one (1) year following the closure of Abbotsford base.
- 1.2 Base Transfer Days may only be accessed for purposes related to the transferring of bases, moving, RAIC/Parking Passes, or other reasonable circumstances related to the base closure and/or transfer.
- 1.3 Base Transfer Credit days will be requested to Crew Planning and will not exceed the total allotment of seven (7) days.
- 1.4 Base Transfer Credit day requests must be submitted to Crew Planning prior to bidding closing for the month in which the Flight Attendants wishes to use the day(s).
- 1.5 Base Transfer Credit days can be taken in more than one period.
- 1.6 Validation of use may be requested by the company.

2.0 Timeline Accessing Moving Expenses

2.1 Flight Attendants will be eligible to access Article 12.12(a) Moving expenses four (four) months following the closure of Abbotsford base.

3.0 Increased Reserve Activation Times

3.1 Provisions of Article 5.07.03 of the current Collective Agreement will be increased by 90 minutes. To clarify, the call out window for Reserve activations will be up to 3 hours (180 minutes).

3.2 In the event of a Flight Attendant arriving late to the airport, consideration will be given to extenuating circumstances such as traffic out of the control of the Flight Attendant.

3.3 The increased call out time will apply to the following employees:

1. Teenisha Raju 918
2. Kirandeep Kaur 2066
3. Gurleen Randhawa 1865
4. Vishaldeep Singh 2056
5. Jennica Faulk 449

3.4 In the event that one of the above crew members move west of YXX airport, they will be removed from the list for increased reserve activation time.

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

Signed this ____ day of May 22, 2024.

For the Company:



For the Union:


