

MEMORANDUM OF UNDERSTANDING

BETWEEN:

FLAIR AIRLINES LTD.

(Hereinafter referred to as the "Company")

AND

UNIFOR

(Hereinafter referred to as the "Union")

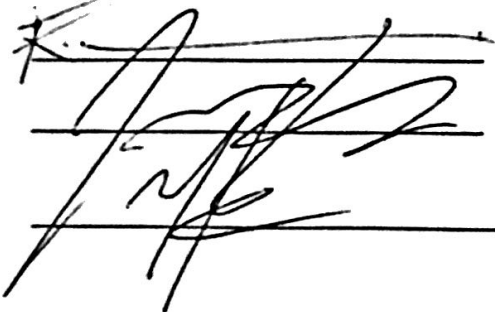
The Company and the Union met to discuss the intent behind Article 20.26 regarding a change of a pilot's scheduled day of work. The Company and the Union agreed that the compensation rate of two (2) times the regular pay quoted in Article 20.26 does not apply in situations where the change to schedule is caused by an IROP (Irregular Operation). For the purposes of clarity, an IROP is defined as follows:

IROPS relates solely to operational circumstances which result in delays to a planned schedule. In other words, these circumstances must be weather, aircraft mechanical, ATC or emergency related, and must directly delay the operation of the aircraft. An IROP shall only apply to the initial crew affected by the IROP, and the subsequent crew whose scheduled day starts within 24 hours of the initial flight that has been impacted by the IROP. Article 20.26 does not apply to a crew member that is mandated to meet minimum crew rest requirements as a direct result of an IROP.

The parties agree that pilots currently employed by Flair may make application to the Company with specific dates and times where they believe the premium in Article 20.26 applies as per the terms outlined in this MOU. The Company will review applications which date back as far as July 1, 2019, and pilots will have 30 days from the signing of this MOU to make application to the Company. All premiums owed to pilots as a result of this application and review process will be paid by the Company by December 31, 2020.

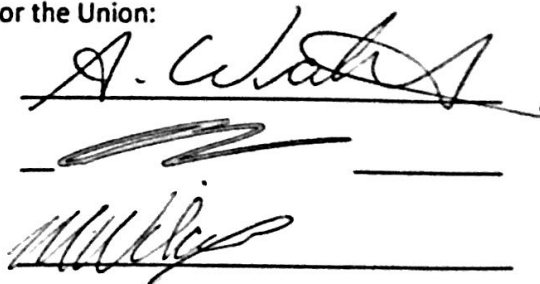
Signed by the parties on the 6th of October 2020.

For the Employer:



Three handwritten signatures in black ink, each written over a horizontal line. The signatures are stylized and difficult to read.

For the Union:



Three handwritten signatures in black ink, each written over a horizontal line. The signatures are stylized and difficult to read.