
SIDELETTER OF AGREEMENT
between
NORSE ATLANTIC AIRWAYS
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

This SIDELETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, and pursuant to Agreements reached by and between NORSE ATLANTIC AIRWAYS (“Company”) and the FLIGHT ATTENDANTS IN THE SERVICE OF NORSE ATLANTIC AIRWAYS, AS REPRESENTED BY THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (“Association” or “AFA”), hereafter collectively referred to as “the parties.”

WHEREAS, the Company and the AFA recognize the temporary need for Flight Attendants to conduct security checks on ACMI and winter 2023 BKK flights; and

WHEREAS, the Company acknowledges that security checks on Company aircrafts are not customarily performed by Flight Attendants; and

WHEREAS, this Agreement for Flight Attendants to perform such security checks, as work outside the duties customarily performed by Flight Attendants, is entered into on a non-precedential basis;

NOW, THEREFORE, the parties agree:

A. Temporary Duration

Flight Attendants may perform security checks on a temporary basis on ACMI flights. Following April 30, 2024, CCMs will no longer perform security checks on Company aircraft. With mutual agreement, the Company and the Union may extend this timeframe.

B. Training and Equipment

1. The Company agrees to provide training to Flight Attendants on how to perform security checks.
2. The Company will provide any required training materials and ensure such materials are available to Flight Attendant attendees and instructors.
3. The duration of the training will be paid/credited time at a Flight Attendant’s normal hourly rate. The Company will bear all associated costs of the training.

4. Prior to any security check, Flight Attendants will be provided with relevant written materials and oral instruction related to conducting a security check. Such instruction shall be unique to each aircraft type.
5. The Company shall provide and maintain necessary equipment for the Flight Attendants to perform the security check.

C. Compensation

In recognition of the fact that security checks are not work that is customarily and traditionally performed by Flight Attendants, and in further recognition of the laborious nature of a security check, the Company agrees to pay/credit Flight Attendants their hourly rate of pay for every hour of their duty period when a security check is performed.

D. Security Search Conditions

1. Flight Attendants will receive twenty-four (24) hours advance notice of the date, time, and aircraft on which they will be required to perform a security check. If a crew member is called out on STBY or RSV this 24 hour notice is not applicable
2. At least eight (8) Flight Attendants will perform any given security check. Seven (7) Flight Attendants are permitted to perform the check if there is a no-show or last-minute sick call.
3. The Company will allow Flight Attendants at least thirty (30) minutes to perform a security check. If the security check is not completed within thirty (30) minutes, the Company will provide ten (10) more minutes for the Flight Attendants to complete the security check.
4. During any security check, the cabin of the aircraft will be kept at a temperature between twenty (20) and twenty-four (24) degrees Celsius.
5. Flight Attendants will be provided with nitrile gloves prior to any security check. Extra nitrile gloves will be made available to Flight Attendants performing security checks to replace gloves that become damaged or dirty during the course of a search.
6. Following a security check, Flight Attendants will be provided with reasonable time to freshen up, including being able to wash their hands and change their clothes, as may be applicable.

E. Uniform Cleaning and Replacement

The Company agrees to clean or replace any uniform items that become dirty or damaged in the course of a security check at no cost to the Flight Attendant.

F. No Discipline

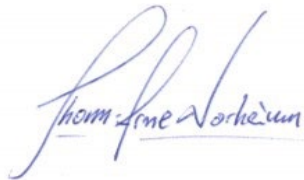
1. The Company agrees that Flight Attendants will not be subject to discipline for alleged or observed deficiencies in the completion of the security check. Nor will Flight Attendants be subject to discipline for any reports associated with a security check.
2. The Company agrees that Flight Attendants will not receive discipline in the event that there is an unsatisfactory audit or other discovered violation from the TSA, FAA or any other federal agency. Internal investigation may be initiated to understand why there was a breach in procedures.

This Agreement is without prejudice or precedent. The circumstances described herein cannot be used by either party in any other forum, except one to enforce its terms. All other provisions of the collective bargaining agreement remain in full force and effect.

Agreed this date 06th of November 2023.

FOR:
ASSOCIATION OF FLIGHT
ATTENDANTS - CWA, AFL-CIO

FOR:
NORSE ATLANTIC AIRWAYS



/s/
Sara Nelson

International President.

/s/
Thom Arne Norheim. Kjetil Risan

Chief Operating Officer. DFO