

Milan ACMI Information - December 15 to January 17

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Dear Cabin Crew,

The Company is pleased to offer the US crew the opportunity to bid for a temporary assignment based in Milan for Neos, an Italian low-cost airline based in Milan flying 787 Dreamliners and other aircraft to vacation destinations around the globe. Neos has planned a very robust schedule this winter (more flights than it has aircraft) and they have chosen Norse to provide ACMI services to "fill the gaps" in their planned schedule. ACMI stands for Aircraft, Crew, Maintenance and Insurance. Many of us call ACMI's "charters" for short. We may consider the flights charters to us because they aren't regularly scheduled Norse flights but they are actually regularly scheduled flights for Neos that can be booked on their website.

The information about the temporary assignment is as follows:

1. The destinations Norse aircraft will be serving for Neos in/out of Milan are: Mombasa (Kenya), Zanzibar (Tanzania), and La Romana (Dominican Republic).
2. The duration of the temporary assignment will be within the following timeframe: 15DEC-17JAN.
3. Four (4) sets of crew will be needed from the US: approximately 8 Purser and 28 Cabin Crew.
4. The type and amount of flying (number of flights, block hours, and destinations) is not guaranteed and it's unlikely that crew performing this temporary assignment will go above their monthly guarantee in either December or January.
5. Crew will start accruing per diem from the moment they leave their home base and will continue to accrue per diem until they return to home base, in accordance with the AFA CBA.
6. Even after being awarded a schedule (with pairings) the schedule may change on a daily basis depending on operational need. The contract with Neos allows them to request additional flying with several days' notice. If the schedule of one crew set is changed, it's likely to affect the others, so be prepared for schedule changes numerous times throughout the duration of the temporary assignment.
7. Crew will not be scheduled with standby nor reserve; however, because additional flying may be added, crew will be urged to refrain from going on extended (multi-day) trips while in Milan or on a layover.
8. The contractual 12 days off will be given in base and most likely be situated in the beginning of December and at the end of January.
9. Crew will start their temporary assignment with a positioning flight to Milan or directly to one of the above destinations.
10. Crew will be required to perform security searches for all Neos flights. The Company and the Union are currently in discussions regarding the terms, conditions, and compensation for security searches.
11. Initially, the Company's intention was to limit the temporary assignment to JFK crew flying for the NO AOC, but has agreed to allow ALL crew to bid for the assignment and award the bids in seniority order; however, the Company may restrict the awards to one base and/or AOC if the final result ends up being cost prohibitive.
12. Bidding for the temporary assignment shall commence immediately and close at 2359 Eastern Time on 06NOV. Bids submitted after this deadline will go to the bottom of the list.

13. Bid results will be published by 1200 on 08NOV.
14. CCMS who bid for the temporary assignment and are awarded the assignment shall have their December roster published during the normal roster release period.
15. CCMS who bid for the temporary assignment but are not awarded the assignment because their seniority cannot hold it may be offered the temporary assignment (in seniority order) if a spot opens up.
16. CCMS who do not want to work the temporary assignment don't have to place a bid. If you don't want to work the temporary assignment and you don't bid for it, it will not be given to you.
17. The accommodations in Milan and all layover cities will be arranged and paid by Neos. Details of the accommodations will be shared later.
18. Only crew who are willing and able to be gone (away) for a month and being sent for extended layovers should bid for this assignment. The Company strives to provide the safest and most comfortable environment possible for crew at all times, but some destinations may not offer the same quantity and quality of life that we enjoy in the US or Europe. Crew with medical conditions, dietary needs, health, safety, and security concerns are responsible for reviewing all information provided by the US Department of State before placing a bid for this assignment: <https://www.state.gov/countries-and-areas-list>.
19. At this point, we are not aware of any vaccine requirements to visit any of the destinations served in this temporary assignment; however, the Company will cover the costs of vaccinations and medications **if they are recommended** by a US or EU government agency. Visit the US CDC website at <https://wwwnc.cdc.gov/travel/destinations/list> and <https://www.ecdc.europa.eu> for more information.



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