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

This SIDE LETTER 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 scheduled flights where permitted and ACMI/charter 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such security checks, as work outside the duties customarily performed by Flight Attendants, is entered into on a non-precedential basis;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. Duration

Flight Attendants may perform security checks under the conditions contained herein. With 90 days’ notice, either party may agree to terminate this agreement with the intention of negotiating a new agreement, if applicable.

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.

LOA - Security Searches

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.
6. Under no circumstances will Flight Attendants be required to print and bring documents necessary to perform security checks.

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 difficult and laborious nature of a security check, the Company agrees to pay Flight Attendants one (1) hours of pay over and above their monthly guarantee for each security check 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. The report time for Flight Attendants scheduled for a security check is two hours (2:00) before scheduled departure. 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.

LOA - Security Searches

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 ___ of March 2025.

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

/s/ 

Sara Nelson
International President

/s/ 

Katarzyna Mroczek
MEC President

FOR:
NORSE ATLANTIC AIRWAYS

/s/ 

Ben Boiling
Managing Director UK