
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 recognizes the need for Flight Attendant Monthly Rostering Bidding System

NOW, THEREFORE, the parties agree:

A. Temporary Duration

This agreement will run for 6 bid periods commencing from roster period August 2025.

B. General

1. Management representatives with authority to approve/oversee this process and AFA representatives will travel to the Company facilities in Rigano later than May 2025 and follow up with additional meetings as necessary.
2. The Union will bare the costs of the visit(s) and any associated costs with implementing this trial. The Company shall ensure that the AFA representatives are scheduled with flights on Norse and the necessary time off, if applicable.
3. The purpose of the visit is to develop an in house rostering bidding process

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 ____ day of March 2025.

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

Sara Nelson
/s/ _____

Sara Nelson
International President

Katarzyna Mroczek
/s/ _____

Katarzyna Mroczek
MEC President

FOR:
NORSE ATLANTIC AIRWAYS

Ben Boiling
/s/ _____

Ben Boiling
Managing Director UK