

LETTER OF AGREEMENT
between
NORSE ATLANTIC AIRWAYS AS
and
The Flight Attendants in the service of Norse Atlantic Airways
as represented by the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

MIA Base Closure

This Letter of Agreement (LOA) is entered into in accordance with the terms of Title II of the Railway Labor Act, as amended, between Norse Atlantic Airways AS (hereinafter referred to as the “Company”) and the Flight Attendants (hereinafter referred to as “CCMs”) in the service of the Norse Atlantic Airways AS, as represented by the Association of Flight Attendants-CWA, AFL-CIO (hereinafter referred to as the “Association”) (collectively, the Parties).

WHEREAS, the Company and the Association are Parties to a collective bargaining agreement setting forth the rates of pay, rules and working conditions for the Company’s Flight Attendants, effective November 22, 2022 (the “CBA”);

WHEREAS, the current CBA contains provisions developed by the Company and the Association in an effort to address involuntary base transfers;

WHEREAS, the Parties have met to discuss options to assist CCMs as a result of the upcoming May 1, 2025 MIA base closure; and

NOW, THEREFORE, it is mutually agreed as follows:

1. If a MIA based CCM decides to relocate to the JFK area, she/he will be eligible for up to \$5,000 in costs associated with moving.
2. MIA based CCMs will have between now and December 31, 2025 to move and be reimbursed for actual moving costs.
3. MIA based CCMs who do not relocate to JFK, will have no JFK standby day(s) scheduled through December 31, 2025.

4. Voluntary Leave in Lieu of Furlough

A. The Company shall offer active CCMs the opportunity to accept a Voluntary Leave in Lieu of Furlough (“VLLF”). The terms of the VLLF program will be as follows:

- i. The VLLF program will start on May 1, 2025 and shall remain in effect until December 31, 2025. With three (3) months notice, the Company or the Association may early end the VLLF program. The VLLF may be extended upon the Parties’ written agreement.

- ii. CCMs who are currently on a voluntary leave that overlaps the period of the VLLF shall be converted to VLLF leave within the aforementioned period.
- iii. The Company shall determine the start and end date and total number of VLLFs to be offered in each base and special qualification.
- iv. If there is more demand for VLLF than available slots, the VLLFs shall be awarded in base seniority order.
- v. The VLLF bidding will be completed as follows:
 - a. The bidding will be open for a minimum of two (2) weeks;
 - b. CCMs are allowed to bid by month and do not have to be on VLLF for the total period;
 - c. The Company holds the discretion to either have CCMs bid for the total VLLF period at once or hold monthly bidding. The Company will notify the Association on its decision.
 - d. Once awarded, a VLLF must be accepted by the CCM and is irrevocable unless revocation is required by the Older Worker Benefit Protection Act.
- B. The Company shall not contest an employee's claim for unemployment compensation benefits. The Parties acknowledge that determination of unemployment benefits is ultimately controlled by the state agency administering unemployment benefits.
- C. CCMs awarded a VLLF shall receive zero (0) hours of monthly pay at the CCM's applicable hourly rate if taking VLLF for an entire month.
- D. CCMs awarded a VLLF shall have no availability obligations.
- E. CCMs awarded a VLLF shall continue to be eligible for all benefits for which the CCM is enrolled in or eligible for at the time the leave commences, and all such benefits will continue to be offered throughout the leave period. CCMs on VLLF shall be treated the same as an active CCM for ongoing enrollment, changes within, and participation in available benefits plans.
- F. Company insurance coverage will be maintained for a CCM awarded a VLLF. The Company will cover the employee premium contribution, for the Company sponsored plan. This includes medical coverage only. For those CCMs having family added to their policy, the Company insurance coverage will be limited to the employee only.
- G. For CCMs enrolled in non-Company sponsored plans, the Company will reimburse the premium cost (up to the cost of the current employee premium) of the non-Company sponsored plan with proof of payment.

H. CCM's awarded a VLLF shall be provided travel benefits under Company policy as active employees.

I. CCMs awarded a VLLF shall continue to accrue seniority and longevity.

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

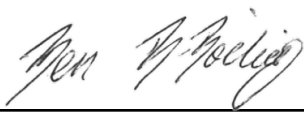
/s/ 

Sara Nelson
International President

/s/ 

Katarzyna Mroczek
MEC President

FOR:
NORSE ATLANTIC AIRWAYS

/s/ 

Ben Boiling
Managing Director UK