



# **2025 Norse Atlantic Airways Tentative Agreement Summary**

Association of Flight Attendants, AFA-CWA, AFL-CIO | [norseafa.org](https://norseafa.org)

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**Important: Once you vote, you cannot change your vote!**  
Get your questions answered before voting.

Credentials will be mailed to each AFA Member.



**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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Dear Norse Flight Attendants,

Your Norse AFA negotiations committee is pleased to announce we have reached a Tentative Agreement on our contract. There will be a great deal to share in the coming days and weeks, but a few highlights include:

- Pay increases from the date of ratification (DOR) and additional raises during the term of the Agreement.
- Increases to per diem from the date of ratification (DOR) and during the term of the Agreement
- Increase in compensation for Bought Days off
- Allowances for phones and uniforms
- Transportation reimbursement
- Holiday pay if you work on your birthday
- Increase in compensation for non-flying duties
- Increase in 401(k) matching

This Tentative Agreement (TA) will be sent out to you for membership ratification. Your Negotiations Committee supports this TA and are recommending a YES vote. All information about our TA, including a summary of improvements, can be found on our website.

We will also be hosting several Zoom town halls to answer any questions the crew may have about the TA across the next few weeks. You can submit all questions about the TA here.

The dates for the Zoom town halls will be posted on our event calendar on the website, and the dates and times with Zoom links will be shared with the crew in upcoming newsletters.

Reminder, you must be a member in good standing to attend the town halls and have your vote count.

We would also like to send a thank you to Norse AFA crew members, AFA staff, and our fellow AFA siblings who have stood with us and supported us throughout this process!

Special thanks to Suzanne Balzer, our AFA Negotiator who travelled with us to LGW and sat with us and the company at the table to fight for better wages and working conditions for us all.

We look forward to seeing you and answering your questions.

Thank you again,

Katarzyna Mroczek, Theodore Pavlik, Jhenelle Jacas, Dylan Salvi



*Website*



*Questions*

# Understanding Our Agreement

To assist with ensuring that everyone understands our contract, we have created a short list of terms you may come across as you make your decision.

**Tentative Agreement** (Also referred to as TA) - This is the agreement reached between your negotiations committee and Norse management.

**Date of Ratification** - (Also referred to as DOR) - This is the date all the votes for or against a TA are counted.

**Membership Application** - This establishes you as a member of AFA and must be completed prior to the count day for your vote to count.

**Ratification** - The process of approving the TA.

**Longevity increase** - An increase in your own rate of pay, received on the anniversary of your years of service (YOS) date.

**Elevator/Escalator increases** - Increases in all hourly rates that will occur on 05/14/2025 (DOR).

**Duration** - The number of years this TA would be in effect. Note: under the Railway Labor Act, contracts do not expire. Instead, they become amendable, remaining in place until a new contract is reached.

**Voter Eligibility** - Everyone who has completed the membership application and is a member in good standing may vote.

# Survey Results and Membership Feedback

We used member direct feedback from the survey and emails to prioritize our goals.

According to the survey, these were some of the top issues:

- **Compensation**
- **Scheduling**
- **Benefits**
- Lodging & Transportation
- Reserve
- Sick Leave
- Vacation

## Goals During Negotiations

- Attain improvements in wages and quality of life issues
- Create a better scheduling agreement and work to establish a bidding and swapping process
- Obtain better benefits for the crew
- Include contract language for Charter Flying
- Get outstanding and new LOAs relevant to our contract signed: MIA Base Closure, Security Searches, Call In Honest Policy, Indigo Charters.

# Negotiations Timeline

## *November 2024*

- Our current CBA was amendable
- Scheduling for negotiation dates with the company begins

## *February 2025*

- Negotiation Openers sent between the Company and the Union
- Dates scheduled for negotiation days in LGW with the Company

## *March 2025*

- Negotiations committee met in person with AFA Negotiator to begin putting together a new TA
- Negotiations committee and negotiator travelled to LGW for Negotiations
- TA agreed and signed.
- LOAs agreed and signed.



**Reminder:** You can find the entire draft text of the TA on [norseafa.org](https://norseafa.org). Voting information will be announced shortly. Submit all questions about the TA using this form.

# Wages

Flight Attendants covered under this tentative agreement will receive multiple wage increases during its term.

These include:

- Longevity increases (earning a higher pay rate based on your years of service with Norse); and
- Increases to the entire pay scale on the date of ratification, then again 24 months later, and 36 months later.

*Hourly Pay Rates as of March 25, 2025:*

	CURRENT	DOR	DOR +1	DOR +2
<b>1st Year</b>	\$36.71	\$37.99	\$39.32	\$40.70
<b>2nd Year</b>	\$38.91	\$40.27	\$41.68	\$43.14
<b>3rd Year</b>	\$41.05	\$42.49	\$43.98	\$45.52
<b>4th Year</b>	\$43.10	\$44.61	\$46.17	\$47.79
<b>5th Year</b>	\$45.04	\$46.62	\$48.25	\$49.94
<b>6th Year</b>	\$46.85	\$48.49	\$50.19	\$51.95
<b>7th Year</b>	\$48.48	\$50.18	\$51.94	\$53.76
<b>8th Year</b>	\$49.94	\$51.69	\$53.50	\$55.37
<b>9th Year</b>	\$51.19	\$52.98	\$54.83	\$56.75
<b>10th Year</b>	\$52.21	\$54.04	\$55.93	\$57.89

**Example – Flight Attendant Jacob Wells**

Flight Attendant Jacob Wells has completed one year of service with Norse and is now in their second year, and therefore currently earning \$38.91, the Second Year hourly rate. If the majority of voting Norse Flight Attendants vote in favor of the tentative agreement then on May 14, 2025, their rate of pay will immediately increase to \$40.27, a 3.5% increase.

Let’s also say that Flight Attendant Jacob Wells’ anniversary date is October 1. On October 1, 2025, when they complete two years of service and start their third year, their rate will increase by \$2.22 to \$42.49 as a result of their longevity.

One year after ratification, on May 14, 2026 the entire pay scale will increase by 3.5%, so their rate becomes \$43.98, an increase of \$1.49. They receive another longevity increase on October 1, 2026, bringing them to Fourth Year pay of \$46.71. On May 14, 2027, the entire pay scale increases by another 4%, so their hourly rate goes up once again to \$47.79. Their final increase will be on their anniversary, which will increase their hourly rate again to \$49.94. That is \$11.03 or 28.35% more than they earn today!

Years of Service(YOS)	Current	DOR (5/14/25) +3.5%	DOR +1 (5/14/26) +3.5%	DOR +2 (5/14/27) +4%
1st Year	\$36.71	\$37.99	\$39.32	\$40.70
2nd Year	\$38.91	\$40.27	\$41.68	\$43.14
3rd Year	\$41.05	\$42.49	\$43.98	\$45.52
4th Year	\$43.10	\$44.61	\$46.17	\$47.79
5th Year	\$45.04	\$46.62	\$48.25	\$49.94



# Major Highlights of the Tentative Agreement

## Definitions

- Added definitions for “Commuters” and “Hotel Standby”

## Compensation

- **Hourly increases** at DOR
- **Increase in per diem** at DOR to \$4.25/hr and DOR+2 to \$4.50/hr (current rate is \$3.75)
- **Increase in Purser Pay** from \$5 to \$5.50 at DOR+1 and to \$6.00 at DOR+2
- Holiday pay now includes your **birthday**
- Non-Flying Duties are credited at 3 block hours
- **Standby, trainings, and meetings shall be paid/credited an additional 0.5 block hours** per hour for events longer than six (6) hours
- **Virtual-only events** (e.g. trainings, meetings, etc.) shall only be **paid/credited 0.5 block hours** per hour for the duration of the event.
- **Pay for Security Searches** will be credited at one (1) block hour above guarantee
- **Day Off Pay (Bought Day Off/BDO)** shall now be credited at 4 block hours above guarantee
- **Day off Encroachment:** CCMs will now be credited their hourly rate **above guarantee** for every hour they are delayed up to 6hrs
- Uniform Allowance: \$25 a month for uniform maintenance (alterations/dry cleaning)
- **Communications Allowance:** \$15 a month
- **Transportation Reimbursement:** In lieu of base parking, The Company will offer and maintain a transportation reimbursement program where the CCM can cover transportation expenses to/from base using pre-tax income. The Company will match the CCM’s contributions up to \$50

## **Sick Days**

- The amount of sick days has increased from 7 to 10 per year
- Excess sick days will be deducted at a rate of 3 block hours
- CCMs who are sick for more than 3 consecutive days (4 or more days) will provide a doctor's note to HR no later than 72hrs after initially reporting illness
- A CCM is able to "donate" one or more of their sick days to another CCM on medical leave.
- A CCM who has unpaid sick days at the end of the year shall have 50% of their unpaid sick days (rounded up to a whole number) credited as unused vacation.

## **Hotel Requirements**

- The minimum requirements have been clarified in the TA

## **Scheduling**

- Check-in for security searches is 120 minutes prior to departure
- In Flight Rest requirements for the crew bunks have been updated to include regular cleaning
- Passive/Positioning Travel: includes that crew will all be booked tickets that have 1 carry-on item, 1 checked bag, and a meal
- The Company will not require a CCM to occupy a jump seat while engaged in passive travel.
- There will be an automatic swapping system in place

## **Special Qualifications**

- In Flight Trainer: Prior to implementation of the Inflight Trainer position, the company and the Union will meet to discuss all relevant aspects of the position.
- Ground Instructor (GI): Further clarification on Ground Instructor pay rate and ground duty days, and access to the course planner for GIs

## **Crew Bases and Moving Expenses**

- Increased moving allowance from \$3000 to \$5000
- Added Base Closure Language

## **Vacation**

- If the Company has not allowed the crew to bid for their vacation balance in any given year, a CCM may carry the entirety of their vacation balance to the following year.

## **Leaves of Absence**

- Changes in line with current legal requirements for FMLA and for Maternity Leave.

## **Seniority**

- A Master (System) seniority list and Staff Travel Seniority List shall be maintained by the company.
- Crew seniority will be placed on the roster where permissible

## **Health Safety & Environment**

- Specification of what Tidying is required of crew on the aircraft
- Vaccinations recommended or required by the Company shall be made available to CCMs without charge. Such vaccinations will be provided at Company designated locations only.

## **General**

- Bag checks can now be witnessed by any available crew member and not just a union representative.

## **Uniforms & Luggage**

- The Company shall reimburse the CCM for the initial luggage purchase up to \$150 and up to \$150 for replacement every two (2) years. A receipt will be required for reimbursement.

## **Benefits**

- 401(k) match will now be 4% (currently 3%)

## Union Pulls

- Changes and clarifications in the deadlines for when the Union can request days for MEC officers and other union officers

## Charters

- Brand new article to discuss charter assignments and the requirements thereof

## Duration

- 3 years with 6 months early re-open.



**Reminder:** You must be a member in good standing to attend the town halls and to have your vote count.

# Tentative Agreement Timeline

- March 25, 2025 – Tentative Agreement Finalized & Announcement to Flight Attendants
- April 9, 2025 – Ballots mailed out
- April 14, 2025 – Voting Opens at 12 ET
- May 14, 2025 – Voting Closes at 12 ET and Ballot Count Date

## Town Hall Dates

We will be recording a presentation that will be posted on YouTube for the crew to watch at their leisure on our Norse AFA Channel.

**Subscribe here:**



# Voting Questions and Answers



## **When can I cast my vote?**

Voting opens Monday, April 14, 2025 at 12:00 PM ET.

Voting closes Wednesday, May 14, 2025 at 12:00 PM ET.



## **How do I cast a vote?**

Voting is done electronically by phone or internet. Balloting is conducted electronically through VoteNet Solutions, the leading provider of secure on-demand voting and balloting software and telephone voting for unions, membership, trade and other organizations. The member voting credentials are provided directly to the printer used by VoteNet and do not pass through AFA. Duplicate instructions are also only provided by the VoteNet system. A link to the VoteNet secure site is accessible through [norseafa.org](http://norseafa.org) once balloting opens. Simple voting instructions are included on the back cover of this booklet.



## **Once I cast a vote, can I access the system again if I change my mind?**

Once a ballot is cast, it cannot be changed.



## **What should I do if my voting instructions don't arrive or I lose them?**

Call the AFA Ballot Help Line Monday-Friday from 9:30 am to 5 pm ET at 800-424-2401, press 1, and extension 706.

Outside of office hours, leave a message. Your message will be returned the following business day.



## **Who votes on a Tentative Agreement?**

Eligibility to vote will be determined prior to the ballot mailing. The Tentative Agreement (TA) summary and balloting instructions will be provided to all members eligible to vote, including members who have the opportunity to become eligible during the voting process.



## **Am I Eligible To Cast a Ballot in the TA Vote?**

- Eligibility to vote will be determined prior to the ballot mailing. This TA Summary booklet and balloting instructions will be provided to all Members eligible to vote, including Members who have the opportunity to become eligible during the voting process.
- All active AFA Members in good standing (dues current, active AFA Member) are eligible to vote. Members ineligible due to non-payment of dues will be notified when attempting to vote and directed to the AFA Membership Department to become current in order to vote.
- Inactive Members (Unpaid Leaves of Absence of more than 3 months, etc.) may choose to “leave and remain active” to continue payment of dues during the leave in order to be eligible to vote. Contact the AFA Ballot Help Line at (844) 232-2228, extension 2, to complete the process to “leave and remain active.”
- New Flight Attendants who are scheduled to become a dues paying AFA Member (at least four months of flying for Norse) before the ballot closes will be able to vote during the entire period the ballot is open.
- Flight Attendants who have been here fewer than four months are not eligible to vote. We encourage Flight Attendants in this situation to remain informed, ask questions and participate in our Union. This is about the future of *all* Norse Flight Attendants.

# 2025 TA Voting Guide



## Steps to Vote by Telephone

1. Dial (888) 488-7288
2. Enter your activation code
3. Write down your username
4. Create, confirm and write down your password (4-number minimum)
5. Follow the prompts to cast your vote
6. Write down your confirmation number



## Steps to Vote by Internet

1. Go to [afacwa.org/elections](https://afacwa.org/elections) and choose "Click Here to VOTE"
2. Enter your activation code
3. Write down your username
4. Create, confirm and write down your password (8-number minimum)
5. Follow the prompts to cast your vote
6. Print your confirmation



## Important Voting Notes

- Remember, once your vote is cast, you cannot change it. Get all of your questions answered before you cast your vote.
- If you need a new Activation Code or technical assistance, call the Ballot Help Line at 800-424-2401, press 1 and then ext. 706.
- Please note the Ballot Help Line is open Monday - Friday, 9:30am ET to 5:00pm ET.

**For more information, visit**  
**[norseafa.org/2025TA](https://norseafa.org/2025TA)**



**Norse AFA**