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

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**Voluntary Leave in Lieu of Furlough and Involuntary Furlough**  
**Winter 2025/Summer 2026**

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 May 14, 2025 (the “CBA”);

WHEREAS, the current CBA contains provisions developed by the Company and the Association in an effort to address involuntary furlough and voluntary leave in lieu of furlough;

WHEREAS, the Parties have met to discuss options to improve the existing available hours in an effort to improve the quality of life for CCMs while maintaining operational performance and efficiency; and

NOW, THEREFORE, it is mutually agreed as follows:

**Voluntary Leave in Lieu of Furlough (“VLLF”)**

1. The Company will offer active CCMs who are not involuntarily furloughed or been notified of an upcoming involuntary furlough, the opportunity to accept a Voluntary Leave in Lieu of Furlough (“VLLF”) prior to any additional furloughs under the terms of the VLLF program as set below in paragraph 3.
2. VLLF Winter 2025/Summer 2026
  - A. The VLLF program shall remain in effect until December 31, 2026. With three (3) months’ notice, the Company or the Union may end the VLLF program early. The VLLF may be extended upon the Parties’ written agreement.
    - i. The Company may require a CCM to return to work before the end

- of an awarded VLLF if necessary due to operational needs. The Company will recall CCMs on VLLF in inverse Seniority order.
  - ii. A written recall notice, sent via a trackable mail service, shall be sent to the CCM's last known address. A copy of this notice will also be sent to the CCM's Company email address.
- B. CCMs are allowed to bid for a minimum of three (3) months, and up to one (1) year of leave and do not have to be on VLLF for the total period; with exact dates of return in the confirmation letter from the Company.

### **3. General VLLF Terms**

- A. The Company shall determine the total number of VLLFs to be offered.
- B. The bidding will be open for a minimum of ten (10) days.
- C. CCMs may be recalled from VLLF with a minimum of two (2) weeks' notice.
- D. CCMs who are on or scheduled to be involuntarily furloughed are not eligible for VLLF.
- E. 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.
- F. If there is more demand for VLLF than available slots, the VLLFs shall be awarded in seniority order.
- G. Once awarded, a VLLF must be accepted by the CCM and is irrevocable unless revocation is required by the Older Worker Benefit Protection Act.
- H. 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.
- I. 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. CCMs awarded VLLF for a partial month shall have their pay prorated.
- J. CCMs awarded a VLLF shall have no availability obligations.
- K. CCMs on VLLF who voluntarily attend training events shall be compensated in accordance with the current CBA.

- L. 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. Company health insurance coverage will be maintained for a CCM awarded a VLLF if appropriate premium payments are made.
- M. CCM's awarded a VLLF shall be provided the same travel benefits as active employees, if permitted by other airline agreements.
- N. The annual uniform allowance will not be reduced for CCMs awarded a VLLF.
- O. CCMs awarded a VLLF shall continue to accrue seniority and longevity.
- P. Upon returning from a VLLF, the CCM shall be permitted to return in the same special qualifications assignment and to the same base to which they were assigned prior to the beginning of the leave.
- Q. This agreement does not preclude the Company from initiating furloughs as specified in the CBA.

### **Involuntary Furlough**

1. Unless otherwise specified herein, the Company shall administer furloughs according to Article 12 (Furlough and Recall) of the CBA.
2. CCMs who have been involuntarily furloughed shall be either i) temporarily furloughed or ii) be furloughed for an indefinite period.
3. Involuntary Furloughs are performed in reverse seniority order, starting on 01NOV2025.
4. Recalls for Involuntary Furloughs are performed in seniority order.
5. Unless otherwise specified, CCMs who are furloughed are considered "legally separated" from the Company during the furlough period.
6. The Company shall not contest an employee's claim for unemployment compensation benefits.
7. Unless otherwise specified, CCMs who are furloughed will not have access to

Company systems and are required to return Company property including but not limited to Crew Identification Cards.

8. The annual uniform allowance will not be reduced for CCMs who are later recalled.

### **Payouts, Benefits, and Notifications for CCMs on VLLF or Furlough**

CCMs who are on or are scheduled to be on a VLLF or Furlough shall be treated as follows regarding payment of unused balances:

1. Personal Days

Unpaid personal days be paid out on the pay period following the last day of duty.

2. Sick days

Unpaid sick days shall be converted to VAC days in accordance with the CBA.

3. Vacation

Unused VAC for 2025 shall be paid out in the pay period following the last day of duty.

A CCM with unused vacation days for 2026 shall have the following options:

- A. Be paid out unused VAC days on the pay period following the last day of duty.
- B. Not paid out and redeposited in CCM's VAC balance upon return to duty.
- C. Be used to pay premiums for health insurance and optional coverages, by agreement with Payroll.
- D. A combination of a) and b) **or** b) and c) above, by agreement with Payroll.

4. Continued Insurance Coverage

- A. If requested by the CCM, the Company shall continue medical coverage for CCMs who hold Company-sponsored medical insurance before VLLF or Furlough. The CCM shall be responsible for paying their portion of the medical premium to the Company every month as specified by the Company. CCMs who do not pay their premium by the date specified by the Company may have their medical coverage cancelled and will not be eligible to re-enroll until they're recalled and open enrollment begins.

- B. CCMs who can obtain company-sponsored medical coverage from another company shall immediately notify the Company. The CCM will be given the option to discontinue their medical coverage with the Company or continue their medical coverage with the Company and pay the entire cost of the premium.

5. Outside Employment

- A. Outside employment while on VLLF or Furlough is allowed if the CCM notifies the Company by the first day of employment with another employer.
- B. CCMs will not be disciplined nor terminated for solely obtaining outside employment with another airline or entity other than Norse.

6. Failure to Notify or Return Property

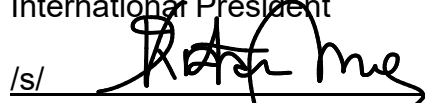
- A. CCMs who fail to notify the Company of outside employment or the ability to obtain company-sponsored medical coverage from another company may be removed from the Recall List.
- B. CCMs who fail to return Company property when requested may be disciplined and/or removed from the Recall List.

This Agreement is without prejudice or precedent. The except one to enforce its terms. All other provisions of the collective bargaining agreement remain in full force and effect.

Agreed this 21<sup>st</sup> day of October 2025.

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

/s/   
Sara Nelson  
International President

/s/   
Katarzyna Mroczek  
MEC President

FOR:  
NORSE ATLANTIC AIRWAYS

  
Ben Boiling  
Managing Director UK