

Negotiation protocol K 24

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The parties met at NHO 30th of April, in addition to six days in March, to renew the collective bargaining agreement with NCSN. The parties came to an agreement for the period of April 1st, 2024, to 31st of March 2026, and have agreed on implementing the following changes:

The scope of the agreement

During Line training until final release crew are exempted from: §8 3d og 3e §8 9a og §9 og § 12

§ 3.1 Vacant positions in ~~NCSN~~ shall be advertised externally

§ 3.8 All internal/external advertisements shall be published in due time before the application deadline. (www.norwegian.no)

§ 4.1 Seniority: Position (~~permanent Senior Cabin Crew Members shall be specified~~)

§ 8.3d) Note: does not apply to new employees during line training where there is a need for the candidate to adjust to the CPS work pattern

§ 8.3e) crewreplan@norwegian.com

§ 8.3f) Exemption: On domestic flights without inflight service two CCMs with less than 3 months of flight experience or 150 block hours, can be rostered together.

§ 8.3g) Apprentices / 2 new CCM

§ 8.3k) If check-in and/or check-out takes place at times where there is lack of public transportation between the home base and the closest hub to where the employee has his place of residence. And if waiting time at the airport pre or post duty exceeds 40 minutes, and the employee does not have a parking agreement at the home base(BGO, OSL, SVG and TRD), the company shall cover one of the two options of the employee's choosing

Between 23.59 and 06.00 on working days and 21.00 and 10.00 on public holidays (including Saturday and Sundays).

1. Taxi shall be covered up to 620 NOK per person.
2. Hotel accommodation with transport to/from the hotel if there are hotels available nearby. In this context, nearby shall refer to a distance of 10 km.

All inquiries regarding accommodation according to this clause will be booked by the company, as long as check-in takes place before 05.10. The employee can still be entitled to accommodation /taxi after 05.10, this is booked by the employee itself and will be refunded according to this agreement. (620 NOK)

In cases where there is no accommodation available, the crew can take a taxi and get a refund up to 1500 NOK.

§ 8.6) Breaks

If the duty period exceeds 5 hours and 30 minutes from check-in to check-out, meal breaks shall be scheduled. If this is not possible, high-quality food shall be loaded. This

is prepared in co-operation with NCSN and a nutritional consultant with experience from aviation. This is paid for by NCSN and must contain the following specifications

- Sandwich/wrap or bread rolls/bread/crispbread with toppings
- Milk/juice
- Yoghurt and oatmeal
- Small bar of chocolate
- Hot meal (dinner/lunch)
- Salad (small and large)
- Fruits/vegetables

NK shall participate in the selection/testing of all crew food.

Food intolerance must be considered in the variation/rotation (min. 12 dishes).

For flight duty exceeding ten hours, cabin crew are entitled to a large salad or a small hot meal. Cabin crew can switch hot meals for a large salad. If the food is not loaded on board the flight, cabin crew members shall be able to select their own food in the crew room. Food loaded on board flights and food available in crew rooms shall be of the same specification and quality.

There shall be a minimum of two vegetarian and vegan options available at all times.

The food shall be available no later than 2 hours and 45 minutes after check-in and shall be paid for by NCSN.

After a break, crew food shall be loaded if the new duty period exceeds five hours from block-off to check-out.

1. Breaks shall be highlighted in the crew schedule. Meal breaks on the ground, outside the aircraft, shall have a duration of at least 1:30 from block-on to block-off.
- 2 a) Domestic flights (with in-flight sales) for which the block period is 1:30 or more.
- 2 d) The point about early check-in has been removed
- 2 e) The point about meal break crew is available in a protocol

§ 8.8) crewreplan@norwegian.com

§ 8.9 a) «to the disadvantage» removed

§ 8.11 b) A maximum of 4 hours of APS by protocol in the agreement period.

§ 8.11 c) Maximum number of STBs per roster is 7

~~No more than five consecutive S/B days shall be allocated during a four week planning period. Four additional single days can also be scheduled for S/B. This clause shall not apply in the event of S/B bidding.~~

§ 9.3 Changes to the key can take place on a base-by-base basis and must be expected in the event of changes to the base, job category, changes to FTE percentage and when returning from leave of absence with a duration of more than one year.
If the company sees the need to adjust due to uneven distribution, a change of key will follow the basic principles of seniority.

§ 9.5 Variable duty key

At least one weekend off per month, consisting of Friday, Saturday and Sunday, or Saturday, Sunday and Monday. At least two consecutive days off.

Bullet point no.4 Employees may apply for two consecutive DO pro month.

New crew on line training is exempted from the following: §8.3.d and e, §8.9a, §9 and § 12 until they have passed final release.

§10 Reduced positions (in addition to part time)

Application to the HR department

10.6 30% CRP work every other weekend and may work more during holiday periods

10.7 The application deadline for requesting a part-time position of 86% is 01.03.25 and 01.03.26.

§ 11 All SCCMs shall have a fixed supplement of NOK. 5,000 per month.

7. Per diem and role-based allowances shall be verified electronically each subsequent month. ~~Additional expenses shall be recorded using the approved form and submitted to IOCC for approval and disbursement.~~ Expenses are entered in Concur or follow the company's current procedures for reimbursement.

Previous point 7 is now point 8.

§ 12.2 NK shall participate in the SIG Group (former inflight service group.)

§ 13.2 Hotel accommodation

Breakfast packages shall be offered when breakfast is not available at the hotel. Hotels that cannot offer food shall only be used in special cases and then by agreement with NK. If this cannot be fulfilled, NCSN will ensure that food is delivered to the hotel at NCSN's expense.

10 weeks before and 3 weeks after a new hotel is taken into use, NK shall be given the opportunity to inspect the hotel.

In the event of hotel stays exceeding 14 hours from check-out to check-in, on Friday to Saturday, Saturday to Sunday or Sunday to Monday, the hotel shall be located in the city centre. This also applies for SBY. The entire crew shall be located in the same hotel.

For courses..... Specifications in section 2 also apply to courses

4. The compensation follows the government's rates for travel compensation for journeys over 12 hours, but

8. In the event of duty and SBY
SBY duty on movable public holiday is compensated with a half per diem.

§14 up to one year when the entitlement to sickness benefit has been fulfilled, assuming the crew has the right to be reimbursed from NAV

§17 Vacation Year: 10.01-09.01 consecutive year

17.5.2.1 the point is deleted

17.5.2.2 Changed deadlines in table as follows:

Vacation period	full blocks/periods			singel days		
		Bidding closed	Assigned VAC	Bidding opens	Bidding close	Assigned VAC
10.01 – 31.05	15.jul	05.aug	15.aug	16.aug	06.sep	22.sep
01.06 – 30.09	15.nov	05.des	15.des	16.des	06.jan	22.jan
01.10 – 09.01	15.apr	05.mai	15.mai	16.mai	06.jun	22.jun

17.5.3.2 you fill in a 'forms' at workplace, which will remove the vacation from the system

17.7.1 Bonusdays

Vacation periods 1 and 3 in the current year and 1 in the following year

17.11 ... Employees over the age of 60 years shall give the employer a minimum of **six weeks'** notice before taking additional vacations.

§ 19

§19.8 Under skriftlig og muntlig eksamen, herunder hjemmeeksamen, innvilges permisjon. Slik permisjon gis med lønn i inntil 2 dager og maks 2 eksamen pr. kalenderår/semester. Eventuelle øvrige eksamensdager gis permisjon uten lønn. (LEA) Det innvilges ikke permisjon til lesedag.
Praksisperiode i studieløpet innvilges som permisjon uten lønn.

Leave shall be granted for written and oral examinations, including home examinations. In these cases, paid leave may be granted for up to two days and with a maximum of 2 exams per semester. Any other examination days shall be unpaid/LEA. No leave shall be granted for reading days.

Period of Internship during the program will be granted with unpaid leave.

§21 Senior policy initiatives from the age of 55.

§24 Duration from 1.4.2024 – 31.3.2026

Bilag A § 1 Pay and allowances

Pay scale applicable from 01/04/2024

All financial allowances shall be paid monthly in arrears on top of ordinary pay.

Trinn	Fra 01.04.2024		Fra 01.04.2025	
	Årlig	Månedlig	Årlig	Månedlig
20+	540 063	45 005	564 366	47 031
18+	520 803	43 400	544 239	45 353
12+	511 488	42 624	534 505	44 542
10	502 215	41 851	524 815	43 735
9	474 554	39 546	495 908	41 326
8	456 873	38 073	477 432	39 786
7	439 201	36 600	458 965	38 247
6	421 523	35 127	440 492	36 708
5	400 106	33 342	418 111	34 843
4	382 593	31 883	399 810	33 318
3	365 093	30 424	381 522	31 793
2	347 585	28 965	363 227	30 269
1	338 832	28 236	354 079	29 507

Pay and other benefits linked to the employee's pay grade (buyout of time off, day payments, etc.) shall be adjusted in accordance with the 2024 pay scale. Salary adjustment from April 2025 4,5% or Frontfaget as of 2025 if higher then 4,5%.

§ 2.2 The minimum guaranteed commission shall be NOK 411 per month and shall be paid in proportion to the cabin crew member's FTE percentage.

§3 The current per diem rate is NOK 940 per day and are adjusted annually in line with the applicable rate for 'travelling over 12 hours with overnight stay'. (the government rate)

§4.1 The fixed SCCM allowance, described in Section 11, amounts to NOK 5000 per month. Subject to this section, any SCCM who sells a day off as an SCCM is entitled to receive a variable SCCM allowance pursuant to Section 4.2.

§4.2 The variable SCCM allowance shall be paid at NOK 265 for each day a cabin crew member is acting as SCCM and is not covered under Section 4.1.

§5 Sentence 1 and 2 removed. Sentence 3: The monthly telephone allowance shall lapse in the event that a mobile/tablet solution approved by NK is implemented.

§6.2 NCSN compensates expenses for cleaning, shoes, boots and socks with NOK 1200 per month

§6.3. In the event of changed requirements for the maintenance of the uniform, section 6, point 2 is reassessed in consultation with NK.

§7 Supplement will apply from January 2024

§8.2 NCSN shall strive to ensure the most even distribution of the working on of days off with the following limitations per year:

100% position – no limitations

80% - 12 days

60% - 9 days

50% - 7 days

§8.5 Delayed flights that have a check-out on a day off, as well as days that are scheduled with check-out on a day off, do not count towards the limitations in section 2.

§9.1 Each 'variable' day used shall be remunerated by NOK 906,-

§10.1 Cleaning supplement remunerated by NOK 453,-

Appendix B

150 000 increase to 250 000

300 000 increase to 400 000

Appendix D

Point 10; ...leave when moving to a new registered place of residence. Leave will be granted if it is difficult to organize outside working hours.

Appendix E

Point 6, NOK 516,-

Point 9 removed

Appendix H

Point 4; Remuneration

-One day's pay per month in accordance with the current location on the pay scale

-NOK 1500 per “GI” day completed + per diem

-Per diem for scheduled and completed office days (one office day per month), as well as completed meeting days (one meeting day per year).

Point 6: Reduced position to GIC based on the AML

Applicable law

This Protocol shall be interpreted in accordance with Norwegian law and the applicable collective agreement between the parties.

The protocol is issued and signed by both parties in duplicate. Each of the parties retains one copy each.

[Fornebu, 09.05.2024]

For Norwegian Cabin Services Norway AS

For NK

Christian H.Møller
Director Crew Union Relations

Rene-Charles Gustavsen
Leder NK

NHO

Parat