

Letter of Agreement between:

Norwegian Air Resources Ltd ("NAR")

And

Association of Flight Attendants ("AFA")

Dated: November 18th, 2020

Preamble

The purpose of this agreement is to solve an issue related to the employment of CCMs as crew for another operator while on furlough with Norwegian.

Agreement

1. No crew member shall operate for other operators unless they have written permission from the Company, as specified in the Company's Operations Manual.
2. CCMs who were hired or in the hiring process as crew for another operator before October 16, 2020, who did not receive prior written permission from the Company shall have until December 31, 2020 to resign their position as crew with the other operator or Norwegian and shall:
 - a) Remain on furlough with Norwegian and retain their position on the CCM Seniority List *if the CCM resigns from the other operator*, or
 - b) Be removed from the CCM Seniority List and receive preferential interview rights when Norwegian resumes hiring crew *if the CCM resigns from Norwegian*.
 - c) Be administratively terminated from Norwegian with no preferential interview rights, *if the CCM does not take any action to resign from either operator*.
3. CCMs who applied for a position with another operator on or after October 16, 2020 and hired as crew, shall be administratively terminated with no preferential interview rights.



Sara Nelson

Signed on behalf of AFA

Washington, D.C., December 7, 2020



Daniel Flynn

Signed on behalf of NAR

Fornebu, Oslo, November 23rd 2020



Valentin Lorian

Signed on behalf of AFA

Fort Lauderdale, FL, November 23, 2020



Joe Burns

Signed on behalf of AFA

Los Angeles, CA, November 23, 2020