

# Protocol

Local agreement

between

Norwegian Crew Resources Denmark Aps

and

Norwegian Cabin Union Denmark (NCUD)

regarding

the use of seniority lists

Clause No	Significant Change
§4	Limitation to use of single seniority list
§ 9.5	Calculation of VK-30
§ 11.3	Fixed SCCM allowance

The NCUD CBA specifies in § 4 that there now is a common seniority list for all cabin crew in Denmark, which is to be used for the calculation of the variable group (VK 30) according to § 9.5:

30% af antal årsværk på hver base for aktive SCCM og CCM indgår i variabel nøgle. De 30% i variabel nøgle fyldes op efter omvendt kabineanciennitet. I tillæg til dette kan CCM og SCCM melde sig frivilligt til at være på variabel nøgle. Nyansatte i variabel nøgle indgår i opgørelsen af de 30%.

After discussions held following the negotiations, the parties agree to interpret this paragraph as follows:

The Cabin Crew Members (CCM) with the lowest seniority in NCR-DK (kabineanciennitet) are placed in the variable key (VK-30/turnus) if they are not already in the fully variable key so that a total of 30% of all CCM are either fully variable under the terms of §9.1.1 (new hires in their first 15 months of employment) or part of the variable key (VK-30/turnus) group.

For Senior Cabin Crew Members (SCCM) the parties agree to deviate from the CBA as follows:

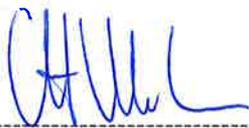
The SCCMs with the lowest seniority as seniors, i.e. the 30% most recent SCCM upgrades are placed in the VK-30/ turnus group. In consequence, this may lead to an SCCM with overall high seniority (kabineanciennitet) to be placed in VK-30 if they have only recently upgraded.

Crew, who have voluntarily chosen the variable key and are compensated accordingly are not part of the calculation, but in addition to the 30%.

It is further agreed to deviate from §11.3 and use a separate SCCM seniority list based on SCCM experience in NCR DK. Fixed SCCM allowance will be paid to 25% of cabin crew at the base based on their seniority in the role of SCCM, not their overall seniority at the base.

Similarly, this SCCM seniority shall also be applicable for the determination of rank on flights rostered with more than one SCCM. At the planning stage, the SCCM with the highest SCCM experience will be ranked higher. This does however not apply for standby-callouts or roster changes.

Signed 18/04/2024



NCR DK/ Christian H Møller



NCUD