

Norwegian Crew Resources Denmark ApS, Cabin crew
Expiration date: 30.09.2025
Collective agreement 2023-2025

***** The Danish version of the collective agreement will always prevail in case of
disputes or uncertainties *****

Collective agreement

Between

Norwegian Crew Resources Denmark ApS (NCR DK)

On the one hand

and

Norwegian Cabin Union Denmark (NCUD) and
Flyvebranchens Personale Union (FPU)

On the other hand

***** The Danish version of the collective agreement will always prevail in case of
disputes or uncertainties *****

TABLE OF CONTENTS

PART I MASTER AGREEMENT4

PART II TARIFF AGREEMENT4

MAIN AGREEMENT RULES 5

§ 1 SCOPE OF THE SERVICE..... 6

§ 2 SERVICE OBLIGATIONS 7

§ 3 EMPLOYMENT PROVISIONS 8

§ 4 SENIORITY PROVISIONS 9

1. General provisions 9

2. Cabin Chiefs (SCCM)/Supervisors (CPS)/Instructors 9

3. Permanent employment of agency staff 10

§ 5 BASE AND RELOCATION PROVISIONS 10

§ 6 SECONDMENT - WORK ASSIGNMENTS ABROAD 10

§ 7 RENTAL 11

§ 8 FLIGHT AND WORKING TIME REGULATIONS 11

1. Definition: 11

2. Sling committee 11

3. Planning 11

4. Rest time 13

5. Night flight 13

6. Breaks..... 14

7. Unforeseen events 15

8. Check-in / check-out 15

9. Reallocation 16

10. Restrictions on the number of landings 16

11. Standby 16

§ 9	WORK AND LEISURE SYSTEM.....	17
1.	Fixed work and leisure key (rotation):	17
1.1	Variable work key.....	17
2.	Work and leisure system.....	18
3.	Fixed work wrenches	20
4.	Vacation in work and leisure key	21
5.	Variable work and leisure key (rotation):	21
§ 10	PART-TIME EMPLOYEES	22
§ 11	WAGE PROVISIONS.....	23
§ 12	SALES ON BOARD.....	24
§ 13	TRAVEL AND DIETARY ALLOWANCE	24
§ 14	PAY DURING ILLNESS	26
§ 15	INSURANCES	27
§ 16	ABSENCE DUE TO SPECIAL REASONS.....	27
§ 17	VACATION	27
§ 18	MILITARY SERVICE	33
§ 19	LEAVE OF ABSENCE.....	33
§ 20	LEAVE IN CONNECTION WITH PREGNANCY, BIRTH AND ADOPTION	34
§ 22	DISCIPLINARY MATTERS	35
§ 23	NOTICE PERIODS ETC.	36
§ 24	DURATION	38

APPENDIX A	SALARY AND ALLOWANCES (SUPPLEMENTS)	39
APPENDIX B	PENSION AND INSURANCE	43
APPENDIX C	INFORMATION AND DEVELOPMENT WORK	44
APPENDIX D	SLING COMMITTEE	45
APPENDIX E	WORKING CONDITIONS FOR SHOP STEWARDS	46
ANNEX F	TEMPORARY AGENCY WORKERS	49
APPENDIX H	INSTRUCTORS IN FLIGHT OPERATIONAL SERVICE	50
ANNEX J	RULES FOR THE RESOLUTION OF INDUSTRIAL DISPUTES	51
APPENDIX I - FREELANCE		52

Party relations

This Agreement is concluded between Norwegian Crew Resources Denmark ApS ("NCR DK or the Company") on the one hand and Norwegian Cabin Union Denmark (NCUD) and Flyvebranchens Personale Union (FPU) on the other hand.

Scope of the collective agreement and bargaining system

The collective agreement covers all cabin crew employed by NCR DK based in Denmark.

Jurisdiction of the agreement

The Danish Salaried Employees Act, Danish labor law and Danish jurisdiction apply.

§ 1 Scope of the service

1. This agreement will help ensure a good working environment, ensure the safety of everyone on board and help secure the future of the employees and the Norwegian Group.
2. The collective agreement shall apply to all flights operated by Norwegian with personnel from NCR DK, whether with aircraft owned, leased or occasionally made available to Norwegian.
3. The collective agreement applies to the sale of days off.
4. The employee makes his/her labor and experience available to NCR DK.

The employee may have secondary employment with another employer to the extent that the secondary employment is compatible with the employment with NCR DK and that the employee complies with his/her obligations to NCR DK in relation to rest time regulations (fit for flight).

Employment for another employer must be reported to NCR DK's HR department.

NCR DK may restrict the employee's secondary employment if there are objective reasons for this.

Working for a competing employer or provider and other active flight service is not considered compatible with employment with NCR DK.

5. The employee undertakes to perform ground duty when required. Ground duty is ordered by the immediate superior. Unless otherwise agreed, ground duty must follow the work key, and ground duty must be charged in accordance with the Operations Manual (OM) in force at any given time. See Appendix A for compensation.
6. In order to maintain the employee's technical knowledge, the employee is obliged to participate in the theoretical and practical courses that NCR DK may request at NCR DK's expense. This must be determined on working days. If this is not possible in cases other than those mentioned in Article 8, point 3, k), the employee must be notified at least two months in advance and consent to the use of day(s) off. A new day off is granted in consultation with the employee. All other courses must be scheduled within the work and leisure key. For computer-based training (CBT), this must also be scheduled within the work and leisure key, and suitable workstations (PC or tablet) must be made available by NCR DK.
7. NCR DK wants to have a corps of cabin crew with experience and flexibility to meet the challenges of Norwegian's operations. This involves a combination of full and part-time employees.
8. The conditions of the shop stewards are regulated in Appendix E.

9. NCR DK shall convene a contact meeting between management and NCUD in accordance with the provisions in Appendix E.
- 10 Works council meetings must be held between NCR DK's management and the chairman and vice chairman of NCUD at least four times a-year. These must be scheduled so that the elected representatives can hold meetings either before or after the works council meetings.

§ 2 Service obligations

1. The employee must have the certificates required by the relevant aviation authorities for the service she/he is assigned by NCR DK. Costs in connection with the issue and renewal of certificates, any extensions and medical examinations in connection with renewal or extraordinary medical examinations are paid by NCR DK. Costs for required/recommended vaccinations are paid by NCR DK. Costs in connection with passport and visa renewals are paid by NCR DK.
2. Timely renewal and updating of certificates, passports and medical certificates is the responsibility of the individual.

If the employee fails to comply with the requirement in this section and is unable to perform duty for this reason, the employee will lose the right to salary for the period during which he/she is unable to perform duty.

3. The employee is obliged to wear a uniform on duty in accordance with the uniform regulations in force from time to time. Costs for the purchase and renewal of uniforms are borne by NCR DK.
4. The relationship between NCR DK and the employee is based on mutual trust and confidentiality. The employee must not disclose any information regarding internal matters in NCR DK.
5. The employee is obliged to comply with the regulations laid down by the authorities of the various countries. This also applies to NCR DK's regulations regarding operational conditions and the regulations of the Air Operator Certificate (AOC) holders, provided these do not conflict with this agreement.
6. NCR DK and all cabin crew serving in the company are subject to relevant laws and regulations to which AOC holders are subject, including relevant laws on aviation and OPS.
7. Flights that are planned to be operated over areas that are considered by the Norwegian Group's insurance company and/or the Danish Ministry of Foreign Affairs as a potential danger area, such as war, unrest etc. must be negotiated in advance with NCUD. Potential danger means that NCR DK or another Norwegian company may take out increased premium/additional insurance for aircraft and personnel. Information about the area in question must be available to NCUD. For such flights, the individual crew member may ask to be reassigned.

8. In any accident/near miss involving cabin crew from NCR DK, NCUD must be represented in the investigation commission established by NCR DK or another Norwegian company.

§ 3 Employment provisions

1. Vacant positions/functions in NCR DK must be advertised internally and in such a way that all employees have the opportunity to apply.
2. Cabin crew members who are employed in other positions within the operations department or training department in the Norwegian Group will be granted leave from the cabin position and may return to the cabin position as CCM/SCCM/Cabin Performance Supervisor (CPS) without loss of pay and seniority.
3. The parties agree that NCUD shall be informed of new hires, terminations and employees who resign from their position.
4. In case of internal/external recruitment, preference must be given to recruiting from those who have the required competence internally in NCR DK.
5. CPS and other additional functions such as evaluators and Ground Instructors (GI) must have a minimum 80% position. CPS who drop below 80% automatically lose the position, unless otherwise provided by mandatory legislation, but can reapply if the position percentage is increased to 80% or more.
6. Only employees with permanent employment in NCR DK can become cabin managers. Deviations from this provision may only be made if significant operational disruptions occur and a deputy cannot be found. In such cases, NCUD must be informed without undue delay. This must be followed up as a regular agenda item at contact meetings between NCUD and NCR DK.
7. Upon employment, NCR DK collects and systematizes information about the employee's competencies. In the event of a skills upgrade after employment, the employee must inform NCR DK, which will ensure updating.
8. Employment date for cabin crew is the first day of the course. Passing initial or conversion and release are prerequisites for maintaining the employment relationship. During the training period until release, only mandatory insurances apply.
9. All internal/external job advertisements must be published via the intranet as far in advance of the application deadline as possible.

§ 4 Seniority provisions

1. General provisions

All cabin crew in NCR DK must be listed on a common (cabin) seniority list, which is updated quarterly in January, April, July and October. The list must be available to NCUD and contain at least information about:

- Name of the company
- Date of employment
- Base connectivity
- Position (permanent cabin crew managers must be specified)

Accrual of seniority begins on the date of employment in NCR DK. For the same employment date, the experience that the person has at the beginning of the employment is emphasized.

The parties agree on the following 4 criteria for building the seniority list:

1. Date of employment in NCR DK
2. Flight experience in Norwegian
3. Flight experience
4. Draw supervised by NCUD

The seniority list in NCR DK must be taken into account for e.g:

- Resignations , workforce reduction and leave
- Restructuring, e.g. base change
- In the event of dismissal as a result of other staff groups' conflict unless NCUD and NCR DK agree otherwise.
 - Bidding for new aircraft type
 - Base/posting assignment
 - Voluntary base swap
 - Bidding - part-time
- Variable key applicable for CCM and SCCM.
 - Holiday allocation
- When a cabin crew member voluntarily seeks a base change and has been granted vacation after the change has taken place, vacation can only be taken if the new base has capacity.

2. cabin crew chiefs (SCCM)/Supervisors (CPS)/Instructors

SCCM/CPS/Instructor positions are advertised among cabin crew. Employment shall be based on written application and the following priorities:

- Personal suitability/relevant experience
- Cabin seniority in NCR DK.

When hiring CPS, qualified applicants for the position must be invited for an interview.

CCMs who are rejected due to lack of qualifications cannot be scheduled to work as SCCM in isolated cases.

Applicants who are rejected can be informed of the reason for the rejection, if desired.

In the event of unforeseen incidents (cf. OPS 1 1990 para 2 d) involving the use of cabin crew not approved as SCCM, the most senior person shall act as SCCM provided he/she agrees to do so.

3. Permanent employment of agency staff

-Seniority date is the date of permanent employment

-If you have been hired by a Norwegian company with flight service for more than 6 months, the probationary period lapses.

-If you fulfill the SCCM requirement, it allows you to apply for such a position immediately.

§ 5 Base and relocation provisions

1. NCR DK has the following crew bases:
-CPH

The parties agree to enter into negotiations on provisions on relocation etc. if NCR DK opens other bases in Denmark.

2. 6 weeks' notice is given in the event of a mandatory change of base that does not involve relocation. If you find out during the 6 weeks that you have to move permanently, the notice period is 6 months from the same date.

Relocation means permanent relocation if the cabin crew member can provide official documentation of relocation.

- Those who move permanently have check-in/check-out at the original base until the move has taken place, but no later than 6 months after termination. In this case, NCR DK will provide transportation or cover transportation costs between old and new base during the above periods.

-Notification of relocation must be received by NCR DK no later than 3 months after termination.

§ 6 Secondment - Work assignments abroad

If posting or working abroad becomes relevant, a separate agreement is made in each individual case and as early as possible between the employee together with NCUD and NCR DK.

The Posting of Workers Act also applies to employees under this collective agreement.

§ 7 Rental

NCR DK may hire out personnel to other companies for service on their equipment provided that the applicable company has the same operational standard as NCR DK's own. Financial and other conditions are negotiated with NCUD in advance and agreement must be reached.

§ 8 Flight and working time regulations

Flight and working time regulations are in accordance with the EASA ORO FTL as amended from time to time, with any relevant additions to this regulation, and the EASA ORO FTL. Where applicable. EASA pan-European flight and rest time regulations

1. Definition:

New day starts at 00:01

2. Sling committee

Local sling committees are established according to the guidelines in Appendix D.

3. Planning

- a) The work program shall be given at least 2 weeks before entry into force and shall have a duration of at least 4 weeks unless the parties agree otherwise.
- b) NCR DK must strive to create loop combinations which, through a work program, are exercised in such a way that the cabin crew member must avoid changing circadian rhythm. In the event of a significant change of circadian rhythm, the circadian rhythm must be shifted from early to late. This does not apply when stopping at an away base, provided that the minimum rest period is observed.
- c) When exercising point b), an attempt shall be made to agree one of the following combinations within the same working period:
 1. Early/midday sessions
 2. Afternoon/evening slings
 3. natslings
- d) Check-in on the first day of a work period must be no earlier than 05:00. This means that standby cannot be scheduled earlier than 03:30 and the earliest departure time is 06:00.
- e) Check-out on the last day of a work period shall be no later than 12 hours after the time of check-in or start of standby service on the first day of the period.

- I. Planned deviations from this rule are accepted in connection with overnight stays on long flights where, due to the nature of the service, you will turn from early to late flight. Compensation for turning from early to late duty shall be compensated with ½ day's pay.
- II. If NCR DK, in cases other than those mentioned above, needs to turn from early check-in on the first day to late check-out on the last day (more than 12 hours after the first day's check-in), this will be compensated with ½ day's payment if scheduled check-out takes place 15 hours or less after the first day's check-in. If such scheduled check-out occurs later than 15 hours after first day check-in, the consent of the individual employee must be obtained and compensated with 1/1 day's pay (FDB).

Implementation: The individual cabin crew member may be scheduled with later check-out than the 12-hour rule requires, and this will be noted with a note on the roster. If the individual cannot accept later check-out than 15 hours after the time of check-in or start of standby service on the first day of the period, this will be notified by e-mail within 7 days before the start of the work period to the company's current contact e-mail and rescheduled in accordance with the collective agreement.

For direct requests from the Integrated Operational Control Center (IOCC), acceptance is given to the IOCC.

- f) There shall be no more than 2 CCMs on board with less than 3 months flight experience, of which only 1 CCM on board shall have less than 1 month flight experience from release date.
- g) The workload and different types of flights must - within each base - be distributed as evenly as possible in order to achieve efficient crew utilization and even distribution of crew workload. These are goals that the sling committee and NCR DK must take care of.

Even distribution of workload means, among other things, that duty time must be planned as evenly as possible in each period (monthly program). On an annual basis, NCR DK must distribute the number of block hours for cabin crew as evenly as possible.

If it does not compromise the consideration of even distribution of duty time, NCR DK can take into account requests related to night flights and charters.

Attractive stops should be assessed as a whole. The distribution of attractive stops should be distributed as evenly as possible within each base.

- h) If STANDBY is planned/scheduled after completion of the flight, this must be airport STANDBY.

- i) Active flying shall not be scheduled on the same day as full day/emergency courses.
- j) A maximum of 2 working days over 11 hours duty can be scheduled in each work period.

If there are no other options, a 3rd working day over 11 hours duty can be scheduled in a work period, in which case it will be compensated with a ½ day payment (HDB) which will appear on the roster.

Working days with layovers are excluded from this.

- k) Training after long-term absence shall be scheduled on working days. If this is not feasible, days off may be used in exchange for the employee being given new equivalent days off on the same roster.
- l) Days off must be taken at home base. It shall not be practiced that days off are planned/carried out at away base.

4. Rest time

a) Regarding rest time at home base, the EASA OPS FTL regulations apply, which stipulate a minimum of 12 hours from check-out to new check-in, but not shorter than the previous duty period.

b) Regarding rest time at away bases, the EASA OPS FTL regulations apply, which stipulate a minimum of 10 hours from check-out to new check-in, but not shorter than the previous duty period.

Note: With 10 hours of rest, a minimum of 9 ½ hours must be available at the hotel.

c) Night stops where the rest period is shorter than the minimum EASA OPS FTL (split duty):

-For less than 6 hours at a hotel, block-on must be no later than 09:00.

-For more than 6 hours at a hotel, block-on must be no later than 11:00.

- If unforeseen events occur after check-in day 2 that cause delays at check-out time on day 2, the check-out must be completed if the total delay is within 1 hour. Regardless, the crew must be able to complete the flight from away base to base.

- If you only have 1 active game, no time limit applies.

5. Night flight

Night flight and rest rules are in accordance with EASA OPS FTL with the addition of relevant authorities' adjustments.

Night flying will as far as possible be based on bidding. In addition, night flying will be distributed as evenly as possible among cabin crew.

- a. Night flight means check-out from 00:31 and check-in up to and including 05:29.
- b. For flights with check-out from 00.51 hours onwards, hotel accommodation must be offered if the employee requests it 7 days before the flight. The time limit does not apply to standby call-out. At home base, a minimum of 12 hours rest is given before new check-in, and a minimum of 10 hours at away base.
- c. For night flights with check-out from 03.01, the next check-in must be no earlier than 09.00 the next day. This does not apply if the next flight is a night flight with check-out from 00.31.

6. Breaks

Meal break:

If the working time exceeds 5 hours and 30 minutes from check-in to check-out, a meal break must be scheduled. If this is not possible, crew food of a good standard must be loaded.

A crew food committee is established, where NCUD must be represented and NCUD must participate in the preparation of crew food specifications.

Food must be available within 2 hours and 45 minutes after check-in.

After a break, crew food must be loaded if new work period exceeds 5:00 hours from block off to check-out.

1. Breaks must be marked in the crew program. Meal breaks on the ground outside the aircraft must have a minimum length of 1:30 from block on to block off
2. Acceptable to conduct in-flight meal breaks on board:
 - a) Domestic flight (with service/sales) where the block time is 1:50 or more
 - b) International flights (with service/sales) where the block time is 2:15 or more
 - c) Flight (without serving/sales) where the block time is 0:30 or more
 - d) For early check-in, before 0800, the break must be made available after game #2 or during game #3.
3. Meal break on board on the ground shall be 30 minutes.
4. If item 2 or 3 is not met, a break will be given on the ground outside the aircraft if working hours exceed 5:30.

5. A new break of 30 minutes must be given according to the rules above if working hours exceed 10 hours.

7. Unforeseen events

Definition of unforeseen events:

1. Events that could not be foreseen at the time of planning
2. incidents that trigger a need to work beyond scheduled working hours (Duty period / Flight Duty Period). The incident causing this must have occurred during the flight duty period
3. The event, not the alert, determines the definition of unpredictability
4. The unforeseen event is related to the scheduled flight number and not to the individual aircraft.

Examples of unforeseen events:

- Weather
- Slots
- Diversion
- Technical failure of equipment, including aircraft replacement.

For unforeseen delays and settlements that result in working hours of planned day off and passive transfer on day off before work period, this will be compensated according to applicable rates, cf. Appendix A, § 8.2

8. Check-in / check-out

Unless otherwise agreed, the following applies:

- a. Check-in and check-out times:
 - Check-in time at all crew bases is 60 minutes
 - Check-in time for other destinations is 40 minutes from meeting at the gate
 - Check-out time is 20 minutes.

In the event of incidents that result in longer check-out time than mentioned above, IOCC must be notified immediately.

IOCC cannot shorten the crew check-in time. If the check-in time for a cabin crew member is shortened, a briefing will be held on board the aircraft. If this applies to SCCM, this briefing is done without passengers on board.

- b. Restrictions in relation to vacation day(s) linked to time off:
 - Last check-out before vacation is at 18:00
 - Earliest check-in after holidays is 09:00
 - In the case of a sandwiched work period, the 09.00-18.00 holiday rule is waived at either end of the work period.

The individual cabin crew member may be scheduled with later check-out or earlier check-in than the rule above, and this will be noted on the roster. If they accept this, compensation will be given (as for the 12-hour rule). If the person cannot accept this, this must be communicated in writing to the scheduling department within 7 days before the planned break.

9. Reallocation

- a) On a published roster, the first day of a work period cannot be changed to earlier check-in and the last day cannot be changed to later check-out without the consent of the affected cabin crew member. This does not apply if unforeseen events occur on the flight on the day of departure
- b) Rescheduling notified less than 24 hours before check-in at home base cannot be done without consent. Rescheduling within the time frame of scheduled check-in/check-out is allowed. Rescheduling when the cabin crew member is out on overnight stays must be expected.
- c) If the crew is notified at least 90 minutes before the original check-in time due to delays, the check-in time can be postponed. This applies to the original sling.

10. Restrictions on the number of landings

Unless otherwise agreed with the cabin association, no more than 7 active landings per day shall be planned. in the summer period and 6 active landings per day in the winter period.

11. Standby

- a. There are two types of standby:
 - Standby home/hotel
 - Airport/airport standby (APS)

If a call-out takes place, the service must be completed within 14 hours of the standby start. This also applies when conducting standby service in a hotel.

- b. APS can be scheduled with max. 8 hours. For airport STANDBY call-outs, the individual must approve more than one unplanned overnight stay
- c. No more than 5 consecutive STANDBY days shall be allocated during a 4-week planning period. In addition to this, 4 single days can be scheduled for STANDBY. When bidding on STANDBY this point does not apply
- d. Unless otherwise agreed with the CCM, the call-out time is 90 minutes. The call-out time for CCM staying at a service hotel is 50 minutes for pick-up
- e. CCMs who are called to work on STANDBY and who have completed their assigned flight cannot be dispatched on the same day without consent.

If the IOCC wishes to continue using the person after the assigned flight on the STANDBY day, this must be informed at the first call-out. If STANDBY is assigned after the flight, this must be APS.

§ 9 Work and leisure system

1. fixed work and leisure key (rotation):

The work and leisure key is a system that defines fixed working days and days off over a given period of time.

1.1 Variable work key

NCR DK has the opportunity to hire in fixed-term positions for up to 8 months.

Everyone new to NCR DK is placed on a variable work key and remains on this for 15 months from the release date. After that, they are transferred to a fixed work key.

Employees who are hired as a permanent employee in direct continuation of a fixed-term contract are credited with the number of months they have already been on a variable work key.

If needed, the company can offer permanent employees with a fixed work key to join the voluntary variable group.

The company must offer at least 15% of the employees with a fixed work key to join the voluntary variable group.

Employees in a 100% voluntary variable position will be compensated with 1½ FDB each month, cf. the salary table in Appendix A, §1, and be in a voluntary variable position for 6 months at a time, from April 1 to September 30 and/or October 1 to March 31. For volunteers in a reduced position, the value of 1½ FDB BDO is reduced corresponding to the position percentage. The deadline to apply is November 1st and April 1st respectively. The variable key is not automatically extended if you do not apply again before the deadline for the next period expires.

Variable work key will not result in the lapse of rules mentioned in the collective agreement except for those mentioned below.

Variable work key is:

- 100% Same number of days off per year as in a 5/4 key (in months with 31 calendar days: 14 DO / 30 calendar days: 13 DO / February: 12 DO) in a 100% position.
- 80% variable position entails:
- Months with 31 calendar days: 14 days work/17 DO

- Months with 30 calendar days: 13 days work/17 DO
- February: 12 days of work/16 DO
- At least one weekend off per month consisting of three consecutive days off; Friday, Saturday and Sunday. Weekends off can be part of the vacation schedule.
- Crew must have days off *either* December 24 and 25, *or* December 31 and January 1, unless the crew themselves want to work these days.
- Minimum 2 consecutive days off.
- 2 days off per month can be requested and must be granted, with the exception of December if the crew has December 24 and 25 or December 31 and January 1 off. Public holidays and Easter Eve do not apply. However, these requested days can be part of the monthly weekend off.
- If crew on 100% variable key are granted 5 consecutive vacation days, 4 days off before and 4 days off after must be scheduled according to the 5/4 key.
- If crew on 80% variable key are granted 5 consecutive vacation days, 5 DO before and 5 DO after must be added.
-

2. Work and leisure system

2.1 The work and leisure system is based on a 5/4 key in 100% position, which gives 203 gross working days per calendar year.

-100% position: 203 gross - 25 single days vacation = 178 net working days.

-80% position: 162 gross - 20 single days vacation = 142 net working days.

-60% position: 122 gross - 15 single days vacation = 107 net working days.

-50% position: 102 gross - 13 single days vacation = 89 net working days.

NCR DK may also grant other % positions than those described in this agreement.

In addition, an extra working day is added once a year for all work keys so that a work period is extended by one day.

The company publishes an overview of which months extra working days are needed (except June, July and August), and the individual employee must ask in which month he/she wants the extra working day. Requests are granted according to seniority.

The company publishes the need for extra working days once a year, the first time in March 2024, and then in November.

Employees will be informed about the month in which the extra working day will be added for the first time in April 2024, and then in December.

The extra working day will appear when publishing the roster for the current month.

If the employee takes more than one period of vacation in the month in which the extra working day is scheduled, the company can schedule the extra working day on another day according to the employee's registered priority.

- 2.2 Cabin crew in fixed work key can exchange 1 DOF with themselves in the same roster period.

The swap must be requested according to applicable deadlines. The swap is not approved until the roster for the period is published.

The swap is approved according to production and available days.

In case of a request for a swap, the 12-hour rule and the 18.00-09.00 holiday rule will lapse in the two affected working periods.

2. 3Employees scheduled for standby Christmas (December 24-25) or New Year (December 31-January 1) may be given time off based on seniority and resource needs in relation to actual production during these periods.

Resource needs for Christmas and New Year are presented and discussed at the contact meeting with NCUD in December.

3. Fixed working wrenches

100% 5/4 key:

100% Grey fields = days off
Rotation

Week	My	Tue	Wed	Thu	Fri	Sat	Sun
1							
2							
3							
4							
5							
6							
7							
8							
9							

80% fixed key:

80% Grey fields = days off
Rotation

Week	My	Tue	Wed	Thu	Fri	Sat	Sun
1							
2							
3							
4							
5							
6							
7							
8							
9							

60% fixed key:

60% Grey fields = days off
Rotation

Week	My	Tue	Wed	Thu	Fri	Sat	Sun
1							
2							
3							
4							
5							
6							
7							
8							
9							

50% fixed key:

50% Grey fields = days off

Rotation

Week	My	Tue	Wed	Thu	Fri	Sat	Sun
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							

Key changes can only be made as a result of significant changes to production and must be notified at least 1 month before implementation and discussed and approved by NCUD.

Changes to the work and leisure key can be made on a base-by-base basis and must be expected when changing base, job category, changed job percentage and returning from leave exceeding 1 year.

The parties agree that the work and leisure key should be kept as stable as possible.

4. Vacation in work and leisure key

Vacation can be included in a work and leisure key. This will then be explicitly stated. Such a key would be based on a voluntary basis and would be a supplement to the basic key.

5. Variable work and leisure key (shifts):

Within each planning period, the company can swap up to 2 days. The company can only take one variable day per work period (more on request) and in such a way that swapped days off are given in conjunction with fixed days off.

30% of FTEs at each base for active SCCM and CCM are included in variable key. The 30% in variable key is filled up after reverse cabin seniority. In addition

to this, CCM and SCCM can volunteer to be on variable key. New hires in variable key are included in the calculation of the 30%.

Cabin crew can take up to 5 days off in a calendar month. If a cabin crew member wishes to take one or more days off, an application must be made in accordance with the applicable bidding deadlines.

Time off before and after vacation cannot be used under this scheme without the consent of the CCM or SCCM concerned.

Compensation for the use of variable day is described in Appendix A, § 9.

§ 10 Part-time employees

1. The employee may apply for part-time employment. Written application must be sent to the nearest manager in NCR DK.

1.1 Year-round part-time

All cabin crew at the CPH base can apply for a part-time position according to point 1.

The total position reduction corresponds to 5% of the FTE at the base, however, at least 12 FTE, distributed at 80%, 60% or 50%.

The starting point is 2.5% FTE, but at least 6 FTE, in each rank (SCCM and CCM). If there are no part-time applications corresponding to 5% of FTE, a lower % of FTE will be accepted.

If there are more applicants than places available, the excess applicants are offered seasonal part-time.

Part-time positions are allocated according to seniority in NCR DK.

Part-time is valid for one year at a time from September 1 to August 31 and must be applied for before May 1.

1.2 Seasonal part-time

All cabin crew can apply for seasonal part-time positions which are organized as follows:

- July through October: 100% work with 100% pay
- November through June: 80% work with 80% pay

The criterion for allocation is seniority in NCR DK.

The company decides whether an application for a seasonal part-time position should be granted by an overall assessment of the company's cabin resources.

Seasonal part-time position is valid from September 1 to August 31. The cabin crew member is bound for 12 months at a time.

The deadline for application is May 1.

The Company invites NCUD to review applications before part-time awards are announced.

1.3 Senior part-time

An employee who has reached the age of 57 is entitled to reduce their working hours.

1.4 Other part-time

An employee who, for health or other important welfare reasons, needs to reduce their working hours has the right to do so if flexible working hours can be implemented without significant inconvenience to NCR DK. Applications for reduced/flexible working hours are processed objectively.

2. The number of days is reduced according to the scope of the position, cf. section 9 point 2
3. The disposition is based on the provisions of the OM.
4. Pay for part-time employees is percentage proportional as for full-time positions
5. cabin crew employed in part-time positions also have the opportunity to apply for full-time positions. CCMs in part-time positions have priority for full-time positions when more manpower is needed.
6. Educational leave
A cabin crew member who has been employed for at least two years is entitled to full or partial leave without pay for up to three years to participate in an organized training programme that is relevant to the labour market. Leave cannot be demanded if it would hinder NCR DK's sound planning of operations and staff scheduling. See (§) 19. 3.

§ 11 Wage provisions

1. The salary scale with validity date is stated in Appendix A.
2. Salary advancement takes place in the month of the employee's permanent employment.
3. 25% of the cabin crew per base shall be allocated a fixed cabin crew chief allowance. The allocation follows cabin crew seniority per base. No later than after six years as SCCM, the cabin crew member must have a fixed cabin crew allowance, see Appendix A, section 4.1. Minor deviations in relation to the percentage may occur, but NCR DK will initiate measures to even out once a quarter. In the event of a voluntary change of base, the employee cannot expect to move their fixed cabin crew chief allowance to the new base, as this is awarded according to need. When placed on a fixed cabin crew chief allowance, a key change must be expected.

Other cabin crew managers are compensated per working day as cabin crew manager.

The compensation is described in Appendix A § 4.

4. Flying on days off is voluntary and is compensated according to Appendix A.
5. Salary for the current month must be available in the employee's account on the 25th of the month. (This assumes that the employee's bank follows the standard value terms for commercial banks).
6. Along with fixed salary, position-based allowances, overtime allowance, dietary allowance and commission are paid by "Sales on Board".

Dietary and position-based allowances must be verified electronically each subsequent month. Expenses must be approved by the company and then settled to the employee.

7. The employee who participates in a course/SCCM evaluation ordered by NCR DK receives a diet in accordance with section 13, point 3 (from course start to course completion) and Appendix A, section 3.

§ 12 Sales on board

1. As compensation for work with "Sales on Board" (SOB), the cabin crew member receives an allowance. The allowance is settled in accordance with Appendix A, § 2.

§ 13 Travel and dietary allowance

1. For business trips and flights carried out for the Norwegian Group, NCR DK covers travel and accommodation expenses.
2. Hotel accommodation.
NCR DK undertakes to enter into agreements with hotels of a good standard with shower and toilet for each cabin crew member. Emphasis must be placed on high fire and noise prevention standards and personal safety.

NCUD is granted the right to participate as an equal member in the preparation of the specifications.

The hotel's location is important for well-being, and this must be taken care of.

If the hotel does not meet the specifications, NCUD may reject the hotel. In that case, a new pre-approved hotel must be ready for use within two weeks after NCUD has notified NCR DK in writing of the rejection of the hotel.

Within the first 6 weeks of a new hotel becoming operational, NCUD must be given the opportunity to inspect the hotel.

For stays of more than 14 hours at the hotel from Friday to Saturday, Saturday to Sunday or Sunday to Monday, the hotel must be located in the city center.

For courses, it is emphasized that the hotel should be close to the course location and that self-study is possible. The requirement for a hotel located in the city center on weekends only applies to operational service. Course hotels are only inspected if there is a written complaint.

An overview of all hotels used by NCR DK must be available on the intranet.

When using a hotel that cannot provide food, restaurants must be found in the immediate vicinity. If this cannot be met, NCR DK will arrange for food to be delivered to the hotel at NCR DK's expense.

All hotel stays in AAL must be at a hotel in the city center.

AAL Airport Hotel is only used in unforeseen and unplanned situations and NCUK must be informed in case of deviations.

Company financial and operational considerations must be taken into account in addition to the company's requirement specifications in the tender process.

3. As compensation for expenses for food, NCR DK pays a dietary allowance in accordance with the rates in Appendix A, section 3.
4. Dietary allowance is calculated per day (24 hours) from check-in at base to check-out at base. In case of passive transfer to or from base, 40 minutes check-in and 20 minutes check-out are calculated. The allowance is calculated as follows:

0 - 3 hours- 1/4 day
3 - 9 hours - 1/2 day
over 9 hours - 1/1 day
5. Fixed base personnel receive compensation from check-in fixed base to check-out fixed base.

If you check-in at home base on the first day of a work period or check-out at home base on the last day of a work period, the diet starts or stops there.
6. When pausing (Break) at home station/base, the diet is not stopped, regardless of length.
7. When personnel are hired out to a foreign company, dietary allowance is covered in accordance with the government rates in the country where the service is performed. The diet shall not be lower than the diet applicable from time to time in this agreement.
8. An extra diet day is paid for work on all public holidays/holidays. The same applies to Easter Eve (evening before Easter Monday), Whitsun Eve (evening

before Whit Monday), Christmas Eve and New Year's Eve if check-out is at 12:01 or later.

9. Attendance for a flight that is then canceled is compensated with 1/2 day's diet.
10. Expenses incurred by the employee in connection with the service are covered by NCR DK according to invoice and stated on a separate form for reimbursement of expenses.
11. Cabin crew members who are entitled to hotel accommodation on business trips and who choose private accommodation is reimbursed according to the state rates per night (night supplement),
See Appendix A, § 11.

Prerequisite for reimbursement is that the booked hotel is canceled in time by the individual and that the IOCC is informed of where the individual can be reached.

Night allowance is not paid at home base.

§ 14 Pay during illness

NCR DK pays full sick pay for 24 weeks from the first full day of absence. The amount includes the maximum daily allowance rate set by law. The right to payment stops if the sickness benefit reimbursement from the municipality ceases due to the cabin crew member's neglect of the obligations under the Sickness Benefits Act.

In the event of relapse due to the same illness within 14 calendar days from and including the first working day after the end of the previous absence period, NCR DK's payment period is calculated from the first day of absence in the first absence period.

After this, the cabin crew member is entitled to sickness benefits in accordance with the Sickness Benefits Act. In case of sick leave due to pregnancy, full salary is paid until the employee goes on pregnancy leave 4 weeks before giving birth.

The cabin crew member is entitled to time off with pay on the first day of the child's illness when it is necessary to care for the cabin crew member's sick child/children under the age of 12 living at home and because no other care can be found for the child. This right to time off can be used for a maximum of 10 days per calendar year.

The Discrimination Act and the Act on Employees' Right to Absence from Work for Special Family Reasons apply.

The cabin crew member is entitled to paid time off for up to 5 days in the event of hospitalization of a child when it is necessary for the employee to be hospitalized with the child. This also applies when the hospitalization takes

place wholly or partially at home. The rule applies to children under the age of 14.

The right to paid leave follows the individual child, which is why custody holders covered by the company's collective agreements can be granted a maximum of 5 days paid leave within a 12-month period. The time off is distributed among the custodians at their discretion. Only stays at the hospital that entail overnight stays are considered hospitalization and are thus covered by the provision. Upon request, the employee must provide documentation for the hospitalization.

§15 Insurances

The employee is a member of the collective insurance schemes in accordance with the rules applicable to the schemes at any given time.

The employment contract must state which insurance schemes NCR DK has taken out for the employee. Reference is made to Appendix B.

§ 16 Absence due to special reasons

1. If the employee, while performing service for NCR DK, through no fault of his/her own, is detained, interned, captured or taken hostage by a foreign person/power, or if he/she is considered missing, NCR DK will maintain his/her salary with fixed allowances according to this agreement.
2. This salary shall be paid for the duration of the absence, but after 12 months at the rate of two thirds, and after 24 months at the rate of half, until his/her death is established or he/she is deemed to have died or his/her insurance, if any, has come into effect.

Any benefits from the public sector will be deducted from the above payment from NCR DK.

§ 17 Vacation

Point 1: Definitions

Vacation year:	From 01.09 to 31.08 inclusive.
Earning year:	Concurrency
Holiday period	01.09 - 31.12 (following year = 16 months)
1 vacation day:	1 working day
Primary period:	01.06 - 30.09
Secondary period:	01.10 - 31.05
Main vacation:	01.05 - 30.09. Continuous vacation/time off for 3 weeks or more.
Block/work period:	Max 5 consecutive days

Minimum vacation entitlement per year:

To comply with the provisions of the Danish Holiday Act, this is considered to be fulfilled by using at least 20 vacation days per year corresponding to a minimum of 4 weeks of vacation.

Point 2 General provisions

Provisions on vacation follow the Danish Holiday Act with the clarifications and exceptions that follow from this protocol.

Holidays must generally be taken unless otherwise agreed between the Company and the employee.

Sale of vacation days is not allowed.

Point 3 Length of the holiday

3.1 The company must ensure that the employee is granted vacation in accordance with the provisions of the Danish Holiday Act. If the employee is entitled to full paid vacation, the employee is entitled to 25 paid vacation days to be used on working days in each vacation period. For part-time employees, the proportion of vacation days is calculated proportionally rounded to the nearest whole number.

Position %	Number of VAC earned with salary per month	Number of VAC without pay per year
100%	2,08	0
80%	1,66	5
60%	1,25	10
50%	1,04	12

3.2 Holiday is paid with salary in accordance with the Danish Holiday Act. Holiday allowance according to the Danish Holiday Act is paid with 9/12 of the May salary and 3/12 of the August salary.

3.3 Upon resignation, payment is made in accordance with the Danish Holiday Act and paid into FerieKonto.

3.4 Time off during vacation is considered vacation. Rules around vacation also apply if days off are scheduled before or after the vacation period.

Point 4 Fixing holidays and changes

4.1 Allocated vacation granted for a full working period (for example 5 or 10 days) cannot be partially withdrawn, neither by the employee nor by the company.

4.2 The time of the vacation period of which the employee has been notified cannot be changed by the Company without agreement with the

employee. Vacation during notice periods, illness, leave and industrial action follow the provisions of the Danish Holiday Act.

4.3 Individual vacation days cannot occur without the consent of the employee.

Holiday period	Entire periods			Single days		
	Bidding opens	Bidding closes	Approved vacation	Bidding opens	Bidding closes	Approved vacation
10.01-31.05	15.07	05.08	15.08	16.08	06.09	22.09
01-06-30.09	15.11	05.12	15.12	16.12	06.01	22.01
01.10-09.01	15.04	05.05	15.12	16.05	06.06	22.06

4.4 Quota calculation

Must be done according to the following fraction:

$$\frac{\text{Number of employees in each category on base} * \text{number of vacation days to be taken during the period}}{\text{number of calendar days in the period.}}$$

The quota is rounded up to the nearest whole number. If the number of working days available is uneven, the quota must be factorized.

4.5 If you wish to swap private vacation with a colleague, you must notify NCR DK, which will provide feedback on whether the swap is approved. Swapping of vacation will affect later vacation allocation.

Point 5 Holiday bidding

5.1 Before the vacation is determined, the Company must obtain vacation requests from the employee by bidding. A holiday bidding system is used to obtain requests, which must have the following properties;

- ✓ Available quota must be stated
- ✓ The number of employees who have taken vacation on all dates during the period must be shown
- ✓ Balance of points must be available
- ✓ When bidding is added, it must be possible for each employee to see which number they are in the queue for that date.
- ✓ This information is updated automatically and continuously.
- ✓ The number of available vacation days for each date must be shown

5.2 Holiday bidding based on points

In each holiday bidding period, the employee must place at least the following number of vacation days on working days: 5 in period 1, 10 in period 2 and 5 in period 3 in a 100% position. In the case of a reduced position, the number of paid vacation days is converted in advance.

The individual is charged with points per vacation day. The sum of points in a vacation period with a 3-year history is used as the basis for vacation

allocation. Attractive vacation days and vacation periods are charged with higher points.

During the main holidays, the school vacation time in Denmark is considered the most attractive period. New employees are awarded points = seniority number + 1000 points in each period.

First, entire work periods are bid and once these have been assigned, individual days are opened for bidding. The bidding system must be updated at all times, even after vacation allocation has been completed. This overview should be used to place any remaining vacation, bonus days and credit days on a first come first serve basis. Everyone who requests vacation in a vacation period is entitled to a minimum of 1 vacation time off in that vacation period.

Point 6 Forced vacation

6.1 If the employee has not bid for holiday, see clause 5.2, the company may, after the holiday bid has been processed and granted, compulsorily transfer up to 5 holiday days in holiday period 1, 10 in holiday period 2 and 5 in holiday period 3, and this only applies to employees who have fully earned holiday. Transferred vacation days that have not been bid in vacation period 1 must also be compulsorily transferred if vacation has not been bid and approved. For employees who are employed part-time, vacation is added according to the job percentage the employee has when vacation is to be taken. In the event of changes in job percentage, allocated vacation is adjusted with the individual employee so that already granted vacation is maintained.

Forced vacation must be scheduled in consecutive blocks that include a full work period. Forced vacation should only be scheduled in vacation periods with low point totals.

Point 7 Bonus days

7.1 Bonus days

Before November 10, employees who do not wish to take their main vacation in the next primary period must notify the company in order to qualify for bonus days.

It is a prerequisite that the employee has been employed for the entire calendar year prior to applying for bonus days (i.e. on November 10, 2022, the employee must have been employed throughout 2022 to qualify for bonus days in 2023). Employees who qualify for bonus days and who take 5 or fewer vacation days in the period from June 1 through August 31 will be granted five (5) additional bonus days. These must be taken in the same year as they are earned, except in June, July and August. Alternatively, the value of these can be paid out. The value corresponds to

one working day. The bonus days will be made available no later than September 1, January

As of November 10, 2024 applies:

It is a prerequisite that the employee has been employed for the entire calendar year prior to applying for bonus days (e.g.: on November 10, 2024, the employee must have been employed throughout 2024 in order to qualify for bonus days in 2025). Employees who qualify for bonus days and who take 5 or fewer vacation days in the period from June 1 through August 31 will be awarded five (5) additional bonus days. The bonus days will accrue on September 4 and must be taken in the same year from October 1 and before May 31 the following year. Alternatively, the value of these can be paid out. The value corresponds to one working day.

It is a prerequisite that the employee operates their job percentage through the primary period without absence (leave or long-term sick leave) to qualify for bonus days with the exception of ordinary sick leave.

Bonus days are compensation days. They have a specific code in the rostering system. The code is BONDO. Bonus days must be requested like other compensation days and have the same deadline as roster requests,

Position %	Unwinding	Bonus days
100%	Max 5 days	5
80%	Max 4 days	4
60%	Max 3 days	3
50%	Max 3 days	3

For part-time employees, the figures are reduced according to position percentage. For 80% positions, four (4) or fewer vacation days are taken, which in turn are credited with four (4) extra bonus days.

For 60% and 50% positions that take 3 or fewer vacation days from June 1 through August 31, three (3) additional bonus days will be granted to be taken in accordance with the above.

Point 8 Moving vacation days

Transfer of vacation days between vacation bidding periods must be agreed with the company no later than July 15 of the previous vacation year.

Point 9 Excess vacation

9.1 If the employee, after having been granted holiday in accordance with clauses 5 and 6, has not taken all accrued holiday in the holiday year in question, the remaining holiday may be transferred to the following holiday year by agreement in accordance with the rules of the Danish Holiday Act, for example in connection with pregnancy, military service or long-term

illness. Applications for transfer of vacation days must be received by the holiday office no later than the end of the vacation year.

9.2 The maximum number of ordinary vacation days that can be transferred is 5 days per year, which may be used the following vacation year. If the transferred vacation days are not bid and approved in vacation period 1, they must be forced to be used in vacation period 1 in addition to the ordinary 5 vacation days, i.e. up to 10 vacation days.

Point 10 Vacation during training period:

10.1 During the start of the course and until release, vacation is not normally granted. It is endeavored that holidays are taken according to the distribution in point 6.

Point 11 Recurrent training after vacation:

11.1 Recurrent training may be scheduled no earlier than 2 full working days after vacation.

Point 12 Reporting:

12.1 It is agreed that the company will convene NCUD to a meeting about the vacation quotas before each vacation bidding is opened.

12.2 After the close of each vacation period, the shop steward(s) will be called by the Company to review vacation allocation. At the meeting, the following will be reviewed in detail:

- Number of vacation days taken in the period
- Number of days bitten by employees
- Compulsory vacation days
- Number of feedbacks

12.3 The Company undertakes to warn the crew before a deadline mentioned in this protocol expires. Warning must be given at least 14 days before the deadline expires.

Point 13 Restrictions on vacation day(s):

- Last check-out before vacation is at 18:00
- Earliest check-in time after vacation is 09:00
- In case of a sandwiched work period, the 09:00 - 18:00 holiday rule in one of the ends of the work period is canceled

Point 14 Senior days

Item 14 1 In the calendar year in which the employee turns 60, the employee is granted 4 extra senior days each year, which must be taken during the year the days are granted. Employees over the age of 60 must follow the standard notice for requests for extra senior days. Senior days cannot be paid out as salary.

§ 18 Military service

In the event of mandatory recall to military service (does not apply to normal military service), NCR DK pays the difference between the regular military salary and the fixed salary in NCR DK, including fixed supplements.

It is assumed that the employee uses vacation for voluntary military service.

§ 19 Leave of absence

Unless otherwise specified under the individual item, applications for leave (short welfare leave) must be received by NCR DK (HR) as early as possible and no later than the 20th two months before (i.e. 40 days before the month) the leave is to be used.

1. The employee may be granted leave without pay for a limited period of time. NCR DK will consider applications for leave of absence, but will endeavor to treat applications for leave of absence liberally with regard to social and similar conditions.
2. SCCM/CCM can get 1 year unpaid leave of absence for study/training purposes without losing already accrued paid seniority.

The application for leave must be received by NCR DK preferably 6 months - and no later than 3 months before the leave is to commence. NCR DK may require presentation of a study certificate or similar.

3. SCCM/CCM who have been employed by NCR DK for at least 2 years are entitled to up to 3 years of unpaid study leave.

Salary seniority is not accrued during the leave period, but SCCM/CCM retains already accrued salary seniority. During the leave period, NCR DK's insurance scheme does not apply. Membership of the pension scheme can be maintained, but the employee must pay the premium themselves.

4. Where a leave of absence lasts more than 12 months, the employee will remain on the same salary seniority basis as when the leave was granted. The employee will lose one place on the seniority list for every 13 months the employee is granted leave. This does not apply to statutory leave.
5. Leave under points 1 and 2 is limited to a maximum of 15% of the cabin crew. Full-time and part-time employees shall be given priority on the same terms.
6. For training purposes, the employee will be paid when training becomes arranged, planned or imposed by NCR DK, or at the request of the employee, and when the training is deemed by NCR DK to be of importance to the employee's current or future work in NCR DK.
7. During written and oral exams, including home exams, leave is granted. Such leave is granted with pay for up to 2 days. Any other exam days are unpaid.

Leave is not granted for reading days. Exam results are sent to the nearest manager in NCR DK for storage in the personnel file.

§ 20 Leave in connection with pregnancy, birth and adoption

Entitlement to pay during leave is subject to the employee fulfilling the employment requirement, cf. section 27 of the Maternity Leave Act.

1. When pregnancy is established, the employee must immediately report this to NCR DK.
2. The employee shall perform scheduled flights during the first 3 months of pregnancy, subject to medical clearance.
3. NCR DK shall as far as possible transfer the employee to appropriate ground duty as soon as possible after she is taken off flight. The HR department will make this placement after consultation with the employee.
4. During ground duty , the work key for ground personnel must be followed, unless otherwise agreed, and the regular salary plus any supplements applicable to the work performed by the employee will be maintained.
5. If no work can be found, the employee will receive a fixed salary until the leave starts in accordance with current Danish rules on pregnancy leave.
6. Female employees who are not entitled to unemployment benefits are entitled to half pay during pregnancy leave 4 weeks before the expected birth and 14 weeks after the birth.
7. In general, the rules of the Danish Parental Leave Act apply, unless better law has been agreed below.

Female employees who are on pregnancy and maternity leave under the Maternity Leave Act are entitled to full pay and fixed allowances for 4 weeks before birth (pregnancy leave) and 24 weeks after birth (parental leave).

Up to 2 weeks of full pay is paid during co-parental leave. These must be taken together and immediately after the birth of the child.

After this, the co-parent is entitled to parental leave, cf. the Danish Parental Leave Act, and NCR DK pays full salary and fixed allowances for 10 weeks during parental leave.

Leave in connection with adoption is granted in the same way as for childbirth and paid leave for up to 3 weeks before receiving the child.

8. Parental leave must be taken within 52 weeks of the birth. Each parent's leave can be divided into a maximum of two periods, unless otherwise agreed, including if the leave is postponed in accordance with the rules of the Danish Parental Leave Act.

The notice of leave must be given in accordance with the Danish Parental Leave Act. This means the following:

- The female employee must notify NCR DK with 3 months' notice of the expected date of birth and whether she intends to exercise the right to pregnancy leave

The female employee who wishes to exercise her right to maternity leave must notify NCR DK within 6-8 weeks after giving birth of when she will resume work

A future co-parent who wishes to exercise his/her right to leave must notify NCR DK no later than 4 weeks before the expected start of the absence and of the length of the absence

-The employee who wishes to exercise his/her right to parental leave must notify NCR DK within six weeks after the birth or reception of the child of the time of the beginning of the absence and the length thereof. If the right of absence is held in such a way that the employee's absence falls in several periods, the notification must include the commencement and length of subsequent absences.

9. It is NCR DK that applies for reimbursement from the relevant authority. However, the cabin crew member has an obligation to always provide NCR DK with information about where they are covered by social security. It is also a prerequisite for pay during pregnancy and parental leave that NCR DK is correctly informed about social security. If there is uncertainty about social security affiliation, and this is not due to negligence on the part of the employee, such uncertainty will not harm the employee.

§ 21 Industry Discount Standby (ID standby) tickets

Cabin crew members are entitled to use ID standby tickets according to the rules of the Industry Discount Standby (ID standby) policy in force from time to time.

§ 22 Disciplinary matters

1. If the employee has materially neglected his/her official duties, as these are described in internal and public regulations, employees can choose who they want to be assisted by when bringing a case.
2. When an aviation accident/accident has been investigated, the entire report and proposed response and the reasons for it must be submitted to NCUD. NCUD's recommendation with a response deadline of one week must be obtained before a final decision is made by NCR DK.
3. In the event of temporary exclusion from duty while internal investigations are underway to investigate the cause of the aviation accident/accident, the employee maintains his/her rights according to individual and collective agreements.
4. In cases where the relevant aviation authority temporarily suspends the license of a cabin crew member while the investigation is ongoing to clarify the cause of the aviation accident/accident or to investigate suspected breach of relevant aviation regulation, the employee will maintain his/her salary. This also applies to insurance and pension insurance under this employment agreement until the relevant aviation authority decides on loss of license.

§ 23 Termination notifications etc.

Seniority under the Salaried Employees Act is calculated from the date of employment.

1. NCR DK will, upon individual application, assess a possible shortening of the notice period in periods where it has no impact on the staffing situation.
2. Before NCR DK decides on termination, the cabin crew member and the union representative must be consulted. However, this does not apply to dismissal. In the event of dismissal, the union representative must be informed without undue delay.
 - a) The termination must be made in writing.

- b) If the cabin crew member claims that the termination/rejection is unreasonable and not justified by the cabin crew member's or NCR DK's circumstances, the termination/rejection may be subject to local negotiations between representatives of NCR DK's management and the cabin crew. The local negotiation must be completed within 14 days of notification of dismissal. If NCR DK has provided obviously incorrect information about the reason for the dismissal which is of material importance to the case, the above-mentioned deadline is calculated from the time when the cabin crew member or their representative became or should have become aware of the correct information. However, the local negotiation must be completed within three months of notification of the dismissal/removal.
- c) Objections to the termination/rejection will not have suspensive effect.
- d) If no agreement is reached locally, claims may be raised by industrial arbitration in accordance with the provision set out in Appendix J; however, one of the partners may request a mediation meeting in accordance with items 1 and 2 in Appendix J.

If the industrial arbitration finds that there was no just cause for the dismissal or expulsion, the industrial arbitration may decide that NCR DK shall pay compensation to the person concerned. The amount of compensation shall depend on the circumstances of the case and the seniority of the unfairly dismissed cabin crew member. The compensation cannot exceed 52 weeks' pay calculated on the basis of the dismissed cabin crew member's average earnings over the last year.

- 3. Cabin crew members who are refused a passport, visa or certificate of approval which may be required by a public authority as a prerequisite for service as a cabin crew member may have their employment terminated immediately. If the refusal is not due to own negligence, NCR DK must seek to reassign the person in question.
- 4. If an employee is dismissed due to restructuring, downsizing, mass layoffs or bankruptcy, the employee has a preferential right to be employed as a cabin crew member within 3 years of termination, provided that the employee meets EASA's rules regarding employment.

This preference applies to NCR DK or another company incorporated in the Norwegian group based in Denmark.

Re-employment shall take place in order of seniority according to the seniority list at the time of termination.

Upon reinstatement, the co-owner is placed on the salary step that the employee had at the time of termination. The salary advancement date is the reinstatement date.

Offers of re-employment must be sent to the private e-mail address provided by the employee and must be accepted by the employee within 2 weeks of receiving the re-employment offer. The employee can postpone the next scheduled course.

Failure to accept within the deadline forfeits the right to re-employment.

§ 24 Length of this agreement

This Agreement shall enter into force on October 1, 2023 and shall remain in force until September 30, 2025 and thereafter for one year at a time unless terminated with at least two months' notice by either party.

The parties agree that the main agreement between DA and FH applies.

Signatures

Date:

Norwegian Crew Resources ApS

Date:

FPU

NCUD

Appendix A Salary and allowances (supplement)

TAKTREGULATION

Basic salary and all fixed and variable supplements are adjusted annually in accordance with the Ministry of Employment's "*Guidelines on rates etc. in the area of unemployment insurance, other rates etc. in the area of unemployment benefits*", however by a minimum of 2% and a maximum of 4%.

§ SECTION 1 SALARY AND ALLOWANCES

Salary and fixed allowances are paid in the same month. Variable allowances are paid one month in advance. Variable commission is paid two months in advance.

Annual salary per January 1, 2024 (DKK)

Salary per January 1, 2024 (DKK):

Pay grade	Year	Month
12*	453 697	37 808
11	444 801	37 067
10	436 079	36 340
9	412 032	34 336
8	396 684	33 057
7	381 310	31 776
6	365 949	30 496
5	347 337	28 945
4	332 125	27 677
3	316 900	26 408
2	301 688	25 141
1	294 082	24 507
0	284 412	23 701

* Step 12 from 2025

Placement of new employees on the pay scale:

- New hires and temps are placed on salary step 0
- New and temporary employees with a valid cabin crew license and a minimum of 3 years of flying experience are placed on pay step 1
- New hires and temps with a valid cabin crew license and a minimum of 6 years of flying experience are placed on pay step 2

If the candidate does not have a license but has flight experience within the last 3 years, the individual can be placed according to the "valid cabin license" rules as described above.

§ 2 ON-BOARD SALES/GUARANTEE COMMISSION

1. compensation for "Sales on board/Guarantee commission" is 6% of the employee's share of the gross paid turnover in the respective month. Revenue is always divided by the number of CCM on board. The employee's share can never exceed 1 share.
2. The minimum guaranteed commission is DKK 335.00 per month and is paid in proportion to the cabin crew member's job percentage.
3. In the event of, for example, wet lease or similar, where there is no own SCCM on board from NCR DK and the inventory is made by a CCM, the CCM in question must be compensated at a rate of DKK 110 per inventory.

§ 3 PER DIEM

Per diems are paid according to SKAT's current rates for tax-free travel allowance (per diems) according to the following scale:

Less than 3 hours duty25% (2024: DKK 143.50)

From 3 to 9 hours duty50% (2024: DKK 287)

More than 9 hours ... duty100% (2024: DKK 574)

§ 4 CABIN CREW ALLOWANCE

- 4.1 Fixed cabin crew manager allowance, described in article 11, is DKK 3,307 per month. Cabin crew managers under this section who sell a day off as SCCM are entitled to a variable SCCM allowance in accordance with section 4.2. Section 4.2.
- 4.2 Variable cabin crew chief supplement is paid at DKK 245 per day to cabin crew members acting as cabin crew chief who are not covered by clause 4.1.

§ 5 TELEPHONE ALLOWANCE

The employee receives DKK 340 per month to cover telephone expenses. Part-time employees receive compensation according to the agreed scope of the position.

Phone allowance will be discontinued if mobile phone and tablet protocol is implemented.

§ 6 UNIFORM

1. NCR DK covers uniform.
2. NCR DK pays a total of DKK 1,069 per month to cover cleaning of uniform and expenses for shoes, boots and socks .

§ 7 ADMINISTRATIVE ALLOWANCES

Base managers - Fixed allowance + phone and internet coverage

Supervisor allowance - DKK 1,023 per month + DKK 102 for each instruction hour

Administrative surcharge for imposed ground duty according to § 1 item 4: DKK 474 per day.

For instruction as a supervisor, the following is credited:

Route training/route check:

- From in-check to out-check.
- All meal breaks and other stops beyond 60 min. are deducted from the above total time.

§ 8 OVERTIME PAY/TIME OFF PURCHASE

1. The parties agree that NCR DK's permanent need for cabin crew shall be covered by permanent employment.
2. NCR DK shall seek to distribute the free day purchases evenly.
3. Compensation for work on days off applies:

Daily salary for pay step in use X 2.

Voluntary, passive transfer on a day off is compensated with:

On departure:

- 1/2 day off payment for in-check after 20:00
- 1/1 day off payment for check-in before 20:00

When returning home:

- 1/2 day off payment when arriving (block on) before 12:00
- 1/1 day off payment on arrival (block on) after 12:00

4. By agreement with OCC, a day off can be compensated with 1 day's pay + 1 new day off.
5. In case of unforeseen delays and deviations that result in working hours on a scheduled day off, this will be compensated:

- ½ day off payment if check-out at home base is before 12 noon
- 1/1 day off payment if check-out at home base is after 12 noon

The rest of the affected day off is retained.

6. If the cabin crew member has been asked to sell a day off and has accepted, and this is canceled before check-in, this must be compensated with ¼ day off payment.

§ 9 VARIABLE WORK AND LEISURE KEY (ROTATION)

- Each "variable" day that is used is reimbursed with DKK 787,-.
- If you wish to "free" one or more days off, the cabin crew member must apply for this in relation to the applicable deadlines for regular requests.

§ 10 DIRT ALLOWANCE

- Each case of cleaning vomit and the like is reimbursed with DKK 394,-.
- The employee must at all times have the dirt allowance approved by the immediate manager on board. This reimbursement is ~~registered~~ via the electronic reimbursement system according to the procedure applicable at any time

§ 11 NIGHT ALLOWANCE

The night supplement is according to the state rates and is paid in the cases described in section 13, clause 11 of the agreement.

§ 12 PARKING AND TRANSPORTATION

NCR DK covers parking for cabin crew at any airport with deduction of a 30% co-payment.

Cabin crew who do not want a parking agreement will be reimbursed with DKK 250.00 in transportation allowance per month for other transportation to/from work.

§ 13 CREW FOOD

The employee pays for crew food per working day according to SKAT's standard lunch scheme. SKAT's current rules for standard lunch scheme, in 2023 this amounts to DKK 20.00 per day. The amount is adjusted annually in accordance with SKAT's rates. SKAT's tariffs.

For example, an employee in a 100% position will pay according to the following formula:

$$\text{DKK } 20 \times 178 \text{ working days} / 12$$

For part-time positions, a proportional reduction is made according to the number of working days.

§ SECTION 14 INCONVENIENCE ALLOWANCE

The employee is reimbursed DKK 650 per month as compensation for inconvenience in the event of unforeseen events, etc. For part-time positions, the amount is reduced proportionally.

Appendix B Pension and insurance

COLLECTIVE PENSION AND INSURANCE SCHEMES

In addition to statutory insurance, the employee is covered by the following collective insurance schemes:

1. Collective pension scheme (only applies to full and part-time employees)
2. staff insurance
3. Travel insurance - must be valid 24 hours a day, all year round
4. Loss of license

Employees can retire at the age of 62.

Any plans that may result in changes to pension and insurance arrangements must be discussed with NCUD as early as possible.

If the company is planning changes to the pension scheme, the consequences for both the company and the individual must be investigated by a joint committee.

The parties must negotiate locally on any compensation for pension loss in the event of transition/change. The company cannot implement changes until negotiations have been conducted and impact assessments carried out. If the parties cannot reach an agreement locally, they can seek advice from any organization.

If the company nevertheless decides to implement changes, these can be implemented at the earliest 24 months after possible changes have been notified. The parties may agree on a shorter deadline.

In this provision, local parties means the company's management and union representatives.

The provisions also apply to existing pension schemes.

Appendix C Awareness and development work

The company pays FPU DKK 400 per full-time employee per calendar year (proportionally for part-time employees) for FPU's information and development work.

The amount is settled quarterly with DKK 100 per full-time employee.

Appendix D Sling committee

NCUD appoints 2 representatives to a local loop committee.

The loop committee, along with the NCUD Board of Directors, meets with the company once a month to review loops before they are initiated.

The company will send next month's slings to the representatives before the meeting.

Representatives are scheduled with office day with diet (OFD) for these meetings.

The sling committee participates in the monthly rostering meeting where the company informs about slings, etc.

In addition, the sling committee is scheduled twice a year in a meeting with the company's planning department. Well in advance of the meeting, the company sends sling reports and relevant background material. At the meeting, the sling setup for the entire season is reviewed. The meeting is held early enough to allow for changes to be made to slings etc.

Presenters are scheduled with an office day with diet (OFD) for all meetings.

Appendix E Working conditions for shop stewards

1. Shop steward rules

For cabin crew, two shop stewards (TR) are elected. Two shop stewards can be elected per base. The shop steward is considered chairman and vice-chairman of the local cabin crew union (NCUD), respectively. In the event of multiple bases, the chairman is also considered the joint shop steward (FTR) for the cabin crew. For the work of the FTR, reference is made to the current collective agreement between DI and CO-industri for technical and administrative salaried employees. If changes are made to the industry's Collective Agreement on Salaried Employees with regard to the rules for shop stewards, these must be implemented in this agreement.

2. There are special rules and notices regarding dismissals and disciplinary measures against shop stewards, which at all times follow the applicable rules in the Collective Agreement between DI and CO-industri for technical and administrative salaried employees.
3. TR must be chosen among recognized and skilled workers in the company with experience and insight into NCR DK's working conditions. As far as possible, they must have worked in the company for the last two years. Employees who to a special degree must be NCR DK's representative - such as employees in a particularly trusted position as a senior manager within the company, or who represent NCR DK in negotiations on wages and working conditions, cannot be elected as TR. BCCC, CPS and GI cannot be elected as a TR.

Workers who have been dismissed cannot be elected as a representative.

4. The election period and the internal work of NCUD is regulated in NCUD's articles of association.
5. After the election of a new EWC representative, NCR DK must receive written notification with the names of those elected. A worker cannot be required to be recognized as a representative until information about the election has been handed out. Until NCR DK has received notification of a new election, the previously elected representatives will function.
6. TR is approved and recognized as representatives and spokespersons for all cabin crew in NCR DK and other Norwegian controlled companies with cabin crew in DK.

7. Work tasks

TR must be involved in connection with and prior to reassignments, dismissals and disciplinary measures. The purpose of this is, among other things, to highlight, inform and contribute to solving these issues locally.

- 7.1 Cabin crew members are entitled to bring an advisor to disciplinary interviews. This representative can be a cabin crew member or a representative from the

cabin crew union (NCUD), who in these cases will receive full pay with diet (OFD) for these interviews on a working day, if this is the cabin crew member's day off. Meetings can be scheduled in connection with a flight, in which case you only need to register C/I from the start of the meeting to C/O on the flight. If the meeting is after the flight, C/O must be registered after the end of the meeting. In addition, the cabin crew member can also bring a representative of NCUD. Office days (OFD) are deducted from the accumulated TR days, see section 1.7.

7.2 In connection with collective bargaining (meetings with the company), the company grants leave of absence with pay and diet (OFD) to a maximum of three cabin crew members including both cabin crew members and the negotiating committee. For collective bargaining, no use is made of the pool of office days with diet (OFD), cf. clause 1.7. The company covers the associated travel and accommodation costs.

7.3 TR and the Board of Directors of NCUD are entitled to attend courses in connection with their trust work. Course attendance must always be coordinated with the operations department, which must be granted the necessary time off as far as possible. The company provides the necessary leave with pay and diet (OFD) for these courses. The days spent on course participation are deducted from the accumulated TR days, see section 1.7.

8. Working hours

NCR DK provides up to 18 monthly TR days (equivalent to one FTE) to NCUD with the usual salary and diet for use for the tasks associated with the union work, corresponding to an office day with diet (OFD) with duration from 09:00-17:00. The monthly TR days are earned every six months on January 1 and July 1 and lapse if they have not been used within 8 consecutive months. If an OFD falls on a fixed day off, a compensatory day off (OF(X)) is granted. An OF(X) must be taken in the following calendar month as far as possible in cooperation with the planning department. The amount of monthly TR days NCR DK provides to NCUD can be negotiated if needed.

Request for TR days and OF(X) is stated in a shared document in Microsoft TEAMS and usual deadlines for regular bidding of days off etc. Must be observed as a starting point. OF(X) are prioritized compensation days off. As a rule, TR days cannot be taken on public holidays unless there is an urgent need for this.

8.1 Flights shall generally not be scheduled on fixed meeting days.

8.2 All OFD counts as duty time.

9. Compensation for work costs and loss of earnings.

TR in NCUD must at times be considered to have significant costs for the performance of the TR work as well as a reduction in flight hours which results in a reduction in salary due to the TR function. Therefore, a monthly compensation of DKK 1,023 is granted, cf. Appendix A, § 7 "supervisor allowance" (not the hourly allowance). ~~The amount is calculated in June 2022~~

and the monthly allowance follows the changes in Appendix A §7 if a new rate is negotiated. The amount follows the annual rate adjustment, cf. Appendix A §1 and deviation protocol item 12 "Appendix A of the collective agreement", which must be negotiated between NCR DK and NCUD.

The parties agree that the job as a union representative shall not result in poorer pay conditions and this shall be compensated by agreement with those affected.

10. The Company provides NCUD Board members with a computer with full Microsoft Office suite for app use.

11. Working conditions

NCUD may elect two representatives from among its members to be their representatives to the Company for scheduling purposes. Prior to a Schedule release, these representatives are consulted at a "monthly pairing and rostering meeting" prior to release by the Company.

11.1 Contact meetings between NCR DK's management and the chairman and vice chairman of NCUD must be held monthly. These must be set and scheduled so that the TR can hold meetings either before or after the contact meetings. The contact meetings are scheduled with an OFD (office day with diet).

11.2 It is expected that both parties, NCR DK and TR in NCUD, maintain good order and a good working relationship.

12 Requirements for the TR

The employee representative shall not be given a written warning for exercising the position of trust without just cause. If a union representative is guilty of a gross breach of his/her duties, NCR DK may demand that NCUD negotiate that he/she resigns as union representative. If the demand is accepted, the employees have the right to immediately elect a new union representative.

12.1 Termination or dismissal of TR.

Termination or dismissal of a union representative cannot take place without a legitimate reason and a significant breach of the employment relationship (Danish law: there must be compelling reasons). In addition to seniority and other reasons that it is reasonable to take into account, the special position that the elected representatives have in NCR DK must be taken into account. Similar rules apply to health and safety representatives, cf. section 10(2) of the Danish Working Environment Act.

In case of disagreement about resignation, the dispute shall be settled by industrial arbitration.

Annex F Hire of workers

HIRING OUT OF WORKERS ETC.

General provisions

The parties agree that it is important to work to ensure that the industry is attractive and serious and that agency workers have decent pay and working conditions. The parties are concerned with preventing "social dumping" and that the challenges posed by an international market and free movement in the labor and services market are handled in a good way and in line with Danish and international rules.

Temporary hiring of workers

As early as possible and before the company enters into an agreement to hire workers in line with the rules of the Norwegian Working Environment Act, the scope and needs must be discussed with the union representatives.

Hiring for longer periods or in the event of a labor dispute cannot take place without prior agreement with NCUD.

Hiring workers from the temporary employment agency can only be done to cover a temporary need.

When hiring workers from temporary employment agencies, the rules apply in line with the Norwegian Working Environment Act and Temporary Workers Act.

When hiring in accordance with Norwegian rules in the Working Environment Act, the company must, at the request of the union representatives, document the pay and working conditions that apply at the temporary employment agency when hired workers are to work within the scope of this collective agreement.

Use of temporary workers

Regulated as for hiring above.

Other conditions

In companies that have, or where there is a risk of redundancies and layoffs, special reference is made to the rules on layoffs and termination in the Main Agreement and this agreement, and must be in line with the rules in the Norwegian Working Environment Act.

Appendix H Instructors in flight operational service

1. The additional function of Ground Instructor (GI) reports to Manager Cabin Crew Training.
2. cabin crew who have an additional function as GI work in a 4/3 work/leisure key. 1 office day per month is planned for administrative tasks related to the function.

Office days are held by agreement with Manager Cabin Crew Training.

In addition, a standardization meeting is scheduled once a year. The date of this meeting is determined by the training department.

For instruction abroad or when establishing new bases, NCR DK provides transportation to and from the training facilities. Alternatively, transportation costs are reimbursed via Concur.

3. GI function is performed as needed and the distribution between flight duty and instruction will be variable.
4. Reimbursement
 - 1 day's pay per month according to
 - DKK 1,000 per completed GI day
 - Diet for each scheduled and completed office day (1 office day per month and 1 meeting day per year)
5. It is a prerequisite for the performance of the GI function that the employee can obtain security clearance at the airport at any time.
6. Vacation must be applied for with Manager Cabin Crew Training. Approved vacation must be informed to the planning department to update roster and vacation balance.
7. Cabin crew with additional function as Ground Instructor (GI) can apply for 80% part-time for 6 months at a time.
8. If a Ground Instructor applies for a reduced position, this will be on a variable key of 80% based on the rules in section 9 of the collective agreement, however, no compensation is given for variable key.

The individual in an 80% position earns and has paid vacation in accordance with § 17, 3.1

Otherwise, the provisions of the collective agreement remain unchanged.

ANNEX J Rules for the resolution of industrial disputes

In the event of an industrial dispute, the Rules for the Handling of Industrial Disputes (Normen) of October 27, 2006 shall apply. Unless otherwise agreed, the arbitrator shall always be appointed from among the Supreme Court judges attached to the Labor Court.

Appendix I Freelance

Employees can apply for freelance employment.

A maximum of 5% of cabin crew can be employed in freelance positions.

1. Freelance means cabin crew who have a loose connection to NCR DK and who only fly as CCM.
2. Freelance cabin crew commit to being available a minimum of 8 days per month, of which a minimum of 4 days must be 2 consecutive Saturdays and Sundays.

NCR DK guarantees a minimum of 2 working days per month. If the employee does not comply with his/her obligation to be available, NCR DK's obligation for guaranteed working days lapses.

3. Employees must follow the current deadline for requests when entering available workdays.
4. Working hours are scheduled according to EASA FTL rules.
5. Wages are only paid for working days. For standby duty and flights on weekdays and Sundays and public holidays, the daily salary is DKK 1,250.00.
6. There is no overtime pay. However, an extra day's pay is paid if check-out occurs at 03:01 or later.
7. Freelance cabin crew earn variable commission from Sales On Board on flights performed.
8. Per diems are granted according to Appendix 1, § 3.
9. Cabin crew members who become freelancers continue to earn seniority.
10. If a cabin crew member on freelance employment wants full-time employment, the employee will have priority when needed.
11. Freelance cabin crew will be covered by NCR DK's statutory occupational injury insurance and travel insurance for business trips.
12. Freelance cabin crew members are obliged to wear a uniform while on duty in accordance with the uniform regulations in force from time to time. For first-time employees, NCR DK bears the cost of purchasing the necessary uniform parts.
13. Freelance cabin crew do not earn the right to paid vacation in the employment relationship. Instead, a holiday allowance of 12.5% of the salary is paid to Feriekonto, cf. the Danish Holiday Act. For freelance cabin crew who are not resident in Denmark, the holiday allowance is paid with the salary.
14. Freelance cabin crew pay for one crew meal per working day according to the current tax legislation rules for standard meal including beverage, for 2024 DKK 20.00.
15. Freelance cabin crew are not covered by a pension plan.

16. Freelance cabin crew are not covered by the collective agreement
17. Other than the above rates and amounts, no additional compensation is granted to freelance cabin crew members.
18. Annual recurrent training is agreed between NCR DK and the employee.
19. If the freelance cabin crew member does not perform his/her duties on scheduled working days and/or does not pass his/her checks, medical, security, and other obligations according to the collective agreement, it will have employment consequences.
20. Apart from section 2 of the collective agreement, freelance cabin crew are not covered by the collective agreement.
21. A permanent employee can purchase a freelancer to cover a production day. The amount for purchasing a freelancer is set at a full day's pay (FDB) per day, which is deducted from the permanent employee's salary. The freelance employee then receives a regular daily wage + per diems.
22. Freelance cabin crew are not eligible to use S2 tickets and ID tickets.