



NCCA

NORWEGIAN CABIN CREW ASSOCIATION

P.O. BOX 21761

FT. LAUDERDALE, FL 33335

November 3, 2016

VIA EMAIL

OSM Aviation Group
Espen Høiby, CEO
Strandveien 50
1366 Lysaker
Norway

Dear Mr. Høiby,

We are pleased to read that the Company wants to create “a pleasant and safe working environment for organizational effectiveness and the crew’s well-being” by establishing a Working Environment Committee (WEC). We understand that OSM wants to run an election to select WEC representatives from the Long Haul bases at New York and Fort Lauderdale. A description of the duties of a WEC Member according to the OSM document *WEC Job Description US* is to “[p]rotect employees’ interests in relation to the working environment (physical, psychosocial, organizational)” and “[b]e the liaison between management and cabin crew.” These duties and descriptions fall under the scope of bargaining subjects as defined by the Railway Labor Act (RLA), 45 U.S.C. § 152 First, and thus must be negotiated with the Union.

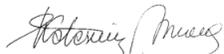
While a Company may lawfully communicate with employees about the status of bargaining, it does not have the right to bargain working conditions directly with employees and bypass the Union’s status as the bargaining representative. If the Union wishes to participate in the Working Environment Committee, they will do so with their representatives, as currently practiced by Norwegian Kabinforeningen (NK) in Norway.

Additionally, we want to address the recent announcement of the Job Share program for the US employees. While we are very happy to see the long-awaited expansion of the program, the “terms and conditions” of the job share program as defined in the OSM document *JOB SHARE*

(1) fall directly under the scope of “rates of pay, rules, and working conditions” as defined in the RLA and must be negotiated with the Union. The RLA requires that the Company and the Union “exert every reasonable effort to make and maintain agreements” and the substantive duty to bargain includes the duty to bargain in good faith.

In the spirit of good faith, we sent you a letter with our “intent to bargain” on October 18th 2016, requesting OSM to begin negotiations under the Railway Labor Act “within the next 30 days.” The 30-day timeframe is specified in Section 6 of the RLA (attached) and ends exactly two weeks from today, on November 17th 2016. To date, we have not received a list of proposed dates or meeting location(s). We look forward to hearing from you or your representative concerning our meeting as soon as possible.

Sincerely,



Katarzyna Mroczek
Vice President



Valentin Lorien
President



Theodore Pavlik
Vice President

Norwegian Cabin Crew Association (NCCA) Executive Board

copy sent to: Norwegian Air Shuttle, ASA