



NCCA

NORWEGIAN CABIN CREW ASSOCIATION

P.O. BOX 21761

FT. LAUDERDALE, FL 33335

November 8, 2016

VIA EMAIL

OSM Aviation Group
Philip Villani, HR Manager
915 Middle River Dr., Ste 320
Fort Lauderdale, FL 33304

Dear Mr. Villani,

Thank you for your letter dated November 4, 2016. We appreciate the quick response to our November 3rd letter. Last month, the NCCA requested information about the requirement for the Working Environment Committee and the Norwegian Working Environment Act from the Company and the authorities in Norway. Else-Lill Fjerdingsby (HSE Manager at Norwegian) and Tove-Mette Rabbmo (HSE Adviser at the Norwegian CAA) responded to the NCCA and both confirmed that “the WEA and the CAA-N do not have jurisdiction outside Norwegian territory to impose any requirements in the Norwegian Working Environment Act”.

As stated in our letter dated November 3, 2016, we appreciate that the Company wants to create a pleasant and safe working environment for the crew’s well-being. However, the Company wanting to “conduct an election” to select representatives to “be the liaison between management and cabin crew” bypasses the Union’s status as the bargaining representative of the cabin crew. Even if such committee was required by the authorities, as you stated, then the Union should be the one to choose their representatives or conduct an election, as currently done by our union colleagues in Norway. We kindly request that for the time being you refrain from conducting such election until we’re able to meet and discuss this issue in person as we believe it can be resolved amicably by both parties.

Sincerely,

Katarzyna Mroczek
Vice President

Valentin Lorian
President

Theodore Pavlik
Vice President

Norwegian Cabin Crew Association (NCCA) Executive Board

copy sent to: Norwegian Air Shuttle, ASA
National Mediation Board