

LETTER OF CLARIFICATION
Payment for GDO violation

THIS LETTER OF CLARIFICATION (hereinafter, “LOC”), effective as of October 25, 2023 (“Effective Date”) is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between, Atlas Air, Inc. (hereinafter, “Company”) and the Crew Members in the service of the Company as represented by the International Brotherhood of the Teamsters, Local 2750.

WHEREAS, the Company and the Union are parties to a collective bargaining agreement setting forth the rates of pay, rules, and working conditions for the Company's Collective Bargaining Agreement (“CBA”);

WHEREAS, Article 3.A.2.a.xiv of the Collective Bargaining Agreement (“CBA”) provides that if a Crew Member is not returned to his Base prior to commencing a Guaranteed Day Off, he will be credited and paid twelve (12) hours, in addition to any other contractually required credit and pay;

WHEREAS, the Parties desire to provide Crew Members clear guidance on the application of Article 3.A.2.a.xiv of the CBA

THEREFORE, the following provisions will apply as of the Effective Date:

1. When the Company fails to return a Crew Member to his Base prior to a Guaranteed Day Off, he will be credited and paid twelve (12) hours for each Day (or part of a Day) until he is released into Days Off or begins another Trip Pairing, in addition to any other contractually required credit and pay. This Credit and Pay includes any amount the Crew Member would otherwise receive as provided in Article 3.C.3.
2. Nothing contained herein otherwise modifies the rights of the Crew Members or the Company under the CBA except as provided herein.

AGREED AND ACCEPTED BY:

ATLAS AIR, INC.

By:  Date: 10/26/2023
Jeff Carlson
Senior Vice President, Flight Operations

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750

By:  Date: 10/25/2023
Yngve Paulsen
President, IBT Local 2750