

**LETTER OF CLARIFICATION**  
**When a Crew Member expires from line qualification**

**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**, Grievance AAI-2023-001 was filed regarding a Crew Member being ineligible to bid under Article 25.I.1.c through no fault of his own;

**WHEREAS**, the Company and the Union agreed at the Step 2 hearing to toll the deadline for the Company to issue its step 2 decision pending further discussions and clarification between the parties;

**WHEREAS**, the Parties desire to provide Crew Members clear guidance on how a Crew Member will bid a schedule and what Bid Line Guarantee will apply when he becomes expired for line qualification through no fault of his own.

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

1. When a Crew Member expires from line qualification through no fault of their own, and the Crew Member is unable to bid for a schedule, they will specify their Work Days in accordance with Article 25.C for the month they are blocked from bidding. The scheduled Work Days will be a Secondary Line in compliance with Article 25.
2. If requalification training is scheduled at the time the monthly bid opens, the Work Days specified by the Crew Member in 1. shall include the scheduled training day(s) and associated Deadhead, if any.
3. In addition to specifying a schedule which complies with Article 25 they will receive a Bid Line Guarantee equal to the highest BLG their seniority would have held had they not expired.
4. 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:   
Jeff Carlson  
Senior Vice President, Flight Operations

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750

By:   
Yngve Paulsen  
President, IBT Local 2750