

LETTER OF CLARIFICATION
Staffing of Special Marketing Flights and Crew Member Requested Flights

THIS LETTER OF CLARIFICATION (hereinafter, “LOC”), effective as of May 14, 2024 (“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, “Atlas” or the “Company”) and the Crew Members in the service of the Company as represented by the International Brotherhood of the Teamsters, Local 2750 (the “Union”) (the Company and the Union collectively referred to herein as the “Parties”).

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 Flight Deck Crew Members (“CBA”); and,

WHEREAS, the Company and the Union have identified a need for a procedure that allows the company the ability to assign pilots to flights designated as VIP, Marketing, Public Relations or of other importance; and

WHEREAS, the Company and the Union agree that there are flights of particular significance to a Crew Member which may be assigned to a Crew Member upon his request at the sole discretion of the Company; and

WHEREAS, the Parties see a need to provide guidance to Crew Members when the Company elects to assign such Crew Members to flights already staffed.

NOW THEREFORE, BE IT RESOLVED:

The Parties agree to the following:

1. **Company Directed**
 - a. When the Company elects to assign a specific Crew Member to a flight(s) of importance that is currently staffed, the Company will follow all the displacement provisions in Article 10.B.4 to the Crew Member being removed. The Crew Member will also be paid displacement pay in accordance with Article 10.B.4.
 - b. The crew complement will remain unchanged when exercising the provision above.
2. **Crew Member Request**
 - a. At the Company’s sole discretion and on a case-by-case basis, the Company may grant a Crew Member’s request to be assigned to a flight(s) of other importance. (e.g. retirement flight, flight with family member as a passenger or other similar flight of significance to the Crew Member making the request).
 - b. The Company may elect to increase the crew complement or displace the Crew Member in the same manner as an OE displacement, in accordance with Article 25.E, in order to accommodate such request. If increasing the crew complement is not possible, the Company will displace a Crew Member in the same manner as an OE displacement, in accordance with Article 25.E.
 - c. The associated workdays added to a Crew Member’s schedule as a result of his request for a particular flight will not be eligible for extension pay.
3. Article 31.E.1 of the CBA shall not apply to any of the provisions in this LOC.
4. Nothing contained herein otherwise modifies the rights of the Crew Members or the Company under the CBA.

5. This LOC regarding Staffing of Special Marketing Flights and Crew Member Requested Flights shall commence as of the first day of the Bid Month following the Effective Date and shall run concurrent with the provisions of Article 34 (Duration) of the CBA.

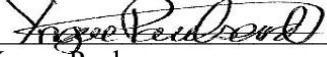
ACCEPTED AND AGREED BY:

ATLAS AIR, INC.

By: 
Scot Ridgway
Vice President, Flight Operations

Date: 14 May 2024

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750

By: 
Yngve Paulsen
President, Teamsters Local 2750

Date: 14 May, 2024