

**LETTER OF CLARIFICATION**  
**Selection of a GDO by a Crew Member**

**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 ("Union").

**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**, the Crew Management System is programmed to allow Crew Members to select their Guaranteed Days Off ("GDO") during the first 10 months of the year as provided in Article 25.P when the schedule for that Bid Month is published;

**WHEREAS**, the Company and Union have identified an issue where a Crew Member wishes to select a GDO on March 2, the first day of the March Bid Period;


**WHEREAS**, the Parties desire to provide Crew Members clear guidance on this provision within the Collective Bargaining Agreement;

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

1. The deadline for selecting a GDO on March 2<sup>nd</sup> or March 3<sup>rd</sup> shall be 0659z on February 26<sup>th</sup>.
2. The deadline for selecting a GDO on all other dates shall be five (5) days prior to the date selected as provided in Article 25.P.3. and a Crew Member may only select that day when the schedule is published for that Bid Month.
3. Nothing contained herein otherwise modifies the rights of the Crew Members or the Company under the CBA.

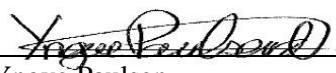
ACCEPTED AND AGREED BY:

ATLAS AIR, INC.

By:   
Jeff Carlson  
Senior Vice President, Flight Operations

Date: 10/26/2023

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750

By:   
Yngve Paulsen  
President, IBT Local 2750

Date: 10/25/2023