

**LETTER OF CLARIFICATION**  
**Crew Member Withdrawal from an Out-Base Assignment**

**THIS LETTER OF CLARIFICATION** (hereinafter, "LOC") 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 ("CBA") setting forth the rates of pay, rules, and working conditions for the Company's Crew Members;

**WHEREAS**, the Company and Union have identified the need for clarification on the use of Article 25.T.8 of the CBA where a Crew Member withdraws from an Out-Base assignment prior to the end of the Out-Base;

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

**THEREFORE, BE IT RESOLVED:**

1. When withdrawing from an Out-Base assignment a Crew Member must provide the Company with notice of his desire to withdraw from the Out-Base assignment.
2. The Crew Member must notify the Company of the withdrawal by calling Crew Scheduling.
3. Following notification of the withdrawal, the Crew Member will be required to fly any existing operating leg on his Trip Pairing which departs within 72 hours of the notification of withdrawal, or which allows the Company to complete a 17-day Trip Pairing to the Crew Member's permanent Base.
4. If the Company cannot complete a Trip Pairing that returns the Crew Member to his permanent Base within the 17 Work Days and if the Crew Member has no flying on his schedule within 72 hours, or following completion of the flying that was scheduled within 72 hours, the Crew Member will be scheduled to deadhead to his permanent base in the most expeditious manner.
5. This scheduled deadhead will be commercial passenger carrier deadhead unless the Crew Member can be scheduled to arrive at his Base on the same Day using a Company aircraft. Days Off commence upon actual return to Base. All such deadhead will be scheduled under Articles 8,12 and 25 of the CBA.
6. The Crew Member may utilize alternative deadhead travel to return to his residence or other location.
7. The Crew Member may not then be assigned any further operating legs prior to his return to Base unless it is within the 17 Work Days.
8. Following a Crew Member's return to his permanent Base, the remaining days in the Bid Month will be designated as Days Off. Nothing contained herein modifies the rights of the Crew Members or the Company under the CBA.

9. This LOC shall commence as of the first day of the Bid Month following the Effective Date and shall run concurrently with the provisions of Article 34 (Duration) of the CBA.

**ACCEPTED AND AGREED BY:**

ATLAS AIR, INC.

By:  Date: 10 April 2024  
Scot Ridgway  
Vice President, Flight Operations

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By:  Date: 10 April, 2024  
Yngve Paulsen  
President, Teamsters Local 2750