

**LETTER OF CLARIFICATION**  
**Taxi movement added to schedule**

**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-2023-101 was filed regarding a Crew Member having a taxi movement added to their schedule;

**WHEREAS**, the CBA has no provision for Primary scheduled Crew Members to have taxi movements added to their schedules and no provision for other Crew Members following Report time;

**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 when taxi movements may be added to a schedule and the associated compensation.

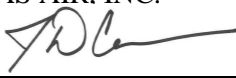
**THEREFORE, the following provisions will apply as of the Effective Date:**

1. In the case of a Primary Scheduled lineholder when a taxi movement(s) is added to a Crew Members schedule the Crew Member shall receive a minimum Pay Credit of the greater of two (2) hours or the block time of the taxi movement(s) for each taxi movement.
2. For all other Crew Members when a taxi movement(s) is added to a Crew Members schedule following Report time the Crew Member shall receive a minimum Pay Credit of the greater of two (2) hours or the block time of the taxi movement(s) for each taxi movement.
3. Except for a Reserve Crew Member the Crew Member may decline to accept the addition of a taxi movement(s) to their schedule when the taxi movement(s) is at the end of their Trip Pairing.
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

Date: 10/26/2023

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750

By: \_\_\_\_\_



Yngve Paulsen  
President, IBT Local 2750

Date: 10/25/2023