

**LETTER OF CLARIFICATION  
CHANGES TO CREW MEMBERS DEADHEAD SEGMENTS**

**THIS LETTER OF CLARIFICATION** (hereinafter, “LOC”), effective as of April 9, 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, “Company”) and the Crew Members in the service of the Company as represented by the International Brotherhood of the Teamsters, Local 2750 (“Union”) (the Union and the Company collectively referred to herein as the “Parties”).

**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 the Union have identified a need to clarify the use of Article 25.N.4 to change deadhead assignments in a Primary Scheduled Lineholders in Scheduled Operations;

**WHEREAS**, the Parties have existing disputes regarding the circumstances where Article 25.N.4 is used to change a Crew Member's schedule containing a deadhead; and

**WHEREAS**, the Parties seek to resolve all such existing disputes and memorialize their agreement in this LOC.

**NOW THEREFORE, BE IT RESOLVED:**

1. The Parties agree Article 25.N.1.a of the CBA may apply in the following circumstances when a change may be made to a scheduled deadhead on a commercial passenger airline to a Company deadhead for a Primary Lineholder in Scheduled Operations:
  - a. Reasons listed in Article 25.N.1.a., with exceptions of vii or xi;
  - b. Where no other commercial passenger flight with the required business or better class of service is available and a Company flight is available; notwithstanding the foregoing, a Crew Member shall maintain his rights under Article 8.A.8 to locate Business Class travel or higher class of service from the same metropolitan area.
  - c. When the Crew Member requests a change to a Company aircraft deadhead and the Company agrees; or
  - d. By an agreement between the Parties, on a case-by-case basis, between Crew Scheduling management and the Union President or his designee; such agreement shall not to be unreasonably withheld.
2. The Company may change deadhead flights on commercial airlines from one commercial flight to another commercial flight at its discretion, provided such changes comply with Articles 8, 12 and 25, as applicable.
3. Change to a Crew Member's commercial flight to another commercial flight from the same origin and destination occurring in no more than the same number of duty periods shall not be considered a schedule change for purposes of Article 25.N.1.a.
4. Nothing contained herein otherwise modifies the rights of the Crew Members or the Company under the CBA.

5. This LOC regarding Changes to Crew Members Deadhead Segments 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: 09 April 2024

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By:   
Yngve Paulsen  
President, IBT Local 2750

Date: 09 April, 2024