

MEMORANDUM OF UNDERSTANDING:
Modification of Vacancy Awards

THIS MEMORANDUM OF UNDERSTANDING (hereinafter, "MOU"), effective as of March 19, 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") (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 agree that it is beneficial to the Crew Members to allow class dates to be set up to three months after the award; and

WHEREAS, the Company and the Union agree that there is a mutual benefit to allow modifications to a Final Vacancy Award when a Crew Member withdraws from a class.

NOW, THEREFORE, in, consideration of the foregoing premises and the terms set forth below, the Parties as follows:

1. Paragraph 24.C.6 of the CBA shall be modified to read as follows:
 - a. The start of the class or Position change shall occur no later than the last Day of the third Bid Month following the award date.
2. A Crew Member may request to withdraw from a previously awarded class date. The Company may replace the Crew Member in class with the next most senior bidder who would have otherwise held the class date on the same Position Notice. Any such adjustment to add a Crew Member must take place before any subsequent bid award is final.
3. A Crew Member who withdraws from his awarded Position and is subsequently replaced by another Crew Member shall remain subject to a Bidding Freeze in accordance with Article 24.E.3.
4. Nothing contained herein otherwise modifies the rights of the Crew Members or the Company under the CBA.
5. This MOU 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: 10 April 2024

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By: 
Yngve Paulsen
President, Teamsters Local 2750

Date: 10 April, 2024