

**MEMORANDUM OF UNDERSTANDING-**  
**UBER**

**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, the Company and the Union are 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 Crew Members (“CBA”); and

**WHEREAS** the Company, in conjunction with the Union, identified an issue with the language in the CBA relating to the criteria the Company must follow when arranging ground transportation for Crew Members via UBER pursuant to Article 5.C.; and

**WHEREAS**, the Parties desire to memorialize their agreement in this MOU by modifying certain criteria the Company and Crewmember must follow when arranging ground transportation via UBER.

**NOW THEREFORE, BE IT RESOLVED:**

The Company and the Union agree to include UBER as an option for Company arranged transportation under Article 5.C. of the CBA as follows:

1. The Company, and Crew Member pursuant to Article 5.C.2, may utilize UBER as an approved means of ground transportation compliant with Article 5.C. of the CBA for Crew Members, provided the service is “Black” under the Company’s UBER Account, or any equivalent class as may be introduced by UBER through the Company’s UBER Account or the Crew Member’s personal account.
  - a. As of the Effective Date, all Crew Members may download the UBER transportation application to their Company provided Personal Communications Device (PCD) or their personal mobile phone. The UBER transportation application will be provided on the Personal Communications Device (PCD) or the Company will send a link via text to the Crew Members PCD or their personal mobile phone as delineated in paragraph 1.b below.
  - b. The Company and Crew Members shall utilize the Crew Members’ PCDs for purposes of UBER unless a Crew Member indicates in AIMS that he wants the Company to utilize his personal mobile phone for all UBER transportation.
    - i. Within thirty (30) days of the Effective Date, Crew Members shall indicate in AIMS in the “FAX” field (which the Company will try to have AIMS change to read as the “UBER” field in AIMS) whether they prefer to be contacted via their PCD or personal mobile phone for UBER ground transportation. Failure to indicate a preference will result in the PCD being deemed the preference.
  - c. The Company or Crew Member may only utilize UBER for ground transportation under Article 5.C in the United States, Canada, Western Europe, Australia, Korea and Japan.
  - d. Class of Service- If there are up to two Crew Members needing such transportation, Uber Black (or an equivalent class) shall be utilized; if there are more than two (2) Crew

Members needing such transportation, Uber Black SUV (or an equivalent class) shall be utilized.

- e. The Parties agree that nothing herein changes the Company's requirements under Article 5.C. to provide and arrange contracted car service as the primary mode of ground transportation. However, if the primary mode of ground transportation fails to perform ground transportation as arranged, then the Company or Crew Member can utilize UBER as provided herein.
- f. Crew Members are required to acknowledge and affirmatively accept transportation arranged by the Company via UBER as provided herein, whenever an Uber link is pushed to their Company PCD or mobile phone as applicable.

2. Nothing contained herein otherwise modifies the rights of the Crew Members or the Company under the CBA.
3. This MOU shall commence as of the Effective Date and shall run concurrent with the provisions of Article 34 (Duration) of the CBA unless either party chooses to terminate this agreement with a thirty (30) day notice.

**AGREED AND ACCEPTED BY:**

ATLAS AIR, INC.



By: \_\_\_\_\_  
Scot Ridgway  
Vice President, Flight Operations

Date: 19 March 2024

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750

By: Yngve Paulsen  
Yngve Paulsen  
President, Teamsters Local 2750

Date: 19 March, 2024