

## MEMORANDUM OF UNDERSTANDING: Must Ride Deadheaders

This Memorandum of Understanding (“MOU”) is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Atlas Air, Inc. (“Atlas” or the “Company”) and the International Brotherhood of Teamsters (IBT), Teamsters Local 2750 (“Local 2750” or the “Union”), referred to collectively herein as the “Parties.” The Effective Date of this MOU shall be as of May 30, 2023.

WHEREAS, Atlas and Local 2750 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, dated as of September 10, 2021 (“CBA”);

WHEREAS, the Parties agree that the JCBA has certain provisions in Article 8.A.2.a which require that one (1) Business Class or supernumerary seat remains available for use by operating Crew Members during their rest periods;

WHEREAS, the Parties recognize that situations occasionally arise where customer requirements dictate that four (4) deadheaders are required on a Company aircraft which has only four (4) supernumerary or Business Class seats and the provisions of Article 8.A.2.a cannot be met by the Company;

NOW THEREFORE, in consideration of the foregoing and other good and valuable consideration, the Parties agree as follows:

The following provisions will apply for the duration of this MOU, and will expire upon termination of this MOU:

1. When a customer requires four (4) deadheaders on the flight, the Company may schedule the flight with four (4) deadheaders to meet the customer requirement. These four (4) deadheaders may include up to one (1) Mechanic and/or up to one (1) Loadmaster in addition to customer personnel such as couriers and grooms. This provision is not intended to allow positioning of additional Company Mechanic or Loadmaster personnel originated by the Company.
2. DURATION: This MOU will remain in effect until the Company or Local 2750 terminates this MOU, which either party may do at its sole discretion upon providing advance written notice to the other party. Upon a party receiving written termination notice, this MOU will remain in effect until the first day of the next Bid Month, which is at least 30 days following the termination, and then the relevant provisions of the CBA will apply.

ACCEPTED AND AGREED BY:

Atlas Air, Inc.

By: 

Jeff Carlson  
Sr. Vice President, Flight Operations

International Brotherhood of Teamsters, Local 2750

By: 

Yngve Paulsen  
President, Local 2750