

## MEMORANDUM OF UNDERSTANDING- Maximum Pay Cap

**THIS MEMORANDUM OF UNDERSTANDING** (hereinafter, "MOU"), effective as 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").

**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**, Article 25.Q.11 of the CBA describes the maximum pay cap associated with Open Time Awards; and

**WHEREAS**, the Company and the Union have agreed to modify the terms of the CBA with regard to the Open Time maximum pay cap.

### **NOW THEREFORE, BE IT RESOLVED:**

1. Article 25.Q.11.a will be revised to state:  
"Seniority for awards in Future Open Time and Short Notice Open Time will be subordinated after a Crew Member's Bid Month credit hours are projected to exceed one hundred and thirty (130) hours."
2. Article 25.Q.11.b. will be revised to state:  
"A Crew Member who has exceeded the one hundred and thirty (130) hour cap will still be able to bid Open Time, but his seniority will be subordinated to those who have not exceeded the cap. Seniority will prevail among those who are over the cap in the event the additional flying is not picked up by Crew Members under the cap."
3. Nothing contained herein otherwise modifies the rights of the Crew Members or the Company under the CBA.
4. This MOU shall apply to all Open Time trips awarded on or after the first day of the Bid Month following execution of this MOU and shall run concurrent with the provisions of Article 34 (Duration) of the CBA.

### **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  
President, Teamsters Local 2750

Date: 19 March, 2024