

**MEMORANDUM OF UNDERSTANDING –  
“NO FLY LIST”**

**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”).

**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; and

**WHEREAS**, the Company, in conjunction with the Union Scheduling Committee, have identified an issue where the language in the CBA relating to how no-fly lists will impact a Crew Member's Bid Award, specifically Article 25.I.10; and

**WHEREAS**, the Parties desire to ensure compliance with Article 25.I.10, which provides that if a Crew Member's Bid Award results in the Crew Member being paired with a designated no-fly list Crew Member, said Crew Member will be awarded their next preference; and

**WHEREAS**, the Parties desire to modify how a Crew Member, whose Bid Award results in the Crew Member being paired with a designated no-fly list, is managed.

**THEREFORE**, the Parties wish to memorialize their agreement in this MOU as follows:

1. In lieu of denying a bid choice as identified in Article 25.I.10 of the CBA, a Crewmember that is awarded a Primary Line which includes a conflict with a Crewmember on his no-fly list shall be removed from the flight(s) in question and shall be rescheduled by the Company. Rescheduling by the Company shall involve no more than one duty period before and/or after the flight(s) with a no-fly conflict.
2. A Crewmember rescheduled as a result of a no-fly conflict shall be provided Bid Line Guarantee as follows:
  - a. Bid Month with no training or vacation conflict: Based on the greater of the Bid Line value published in the bid package or the deconflicted Bid Line value when Bid Lines are published to Crewmembers.
  - b. Bid Month with training or vacation conflict: Based on the deconflicted Bid Line Value when Bid Lines are published to Crewmembers
3. To the extent both Crewmembers are on each other's no-fly list, the most junior Crewmember shall be rescheduled.
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

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750**

By:



Yngve Paulsen

President, IBT Local 2750