

## MEMORANDUM OF UNDERSTANDING

**THIS MEMORANDUM OF UNDERSTANDING** (hereinafter, "MOU"), effective as of October 25, 2023 ("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 30.A.3. describes the first uniform to be provided to new Crew Members; and

**WHEREAS**, the Union Uniform Committee has determined that Crew Members prefer the three-in-one jacket to the leather jacket currently identified in Article 30.A.3; and

**WHEREAS**, the Company and the Union have agreed to replace the option in the new Crew Members first uniform outlined in Article 30.A.3. of (b) one (1) leather jacket with the option of (b) one (1) Three-in-one jacket; and

**WHEREAS**, the Company and the Union agree to replace the use of the phrase "leather jacket" with the phrase "Three-in-one jacket" throughout Article 30.

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

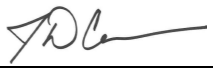
1. Article 30.A.3. will be revised to state:

"The Company will provide new Crew Members with their first uniform, which will consist of the following: either (a) one (1) professional suit jacket, or (b) one (1) Three-in-one jacket, at the Crew Member's choice; one (1) metal wing; one (1) set of epaulets; two (2) trousers; one (1) belt; four (4) shirts; and two (2) ties; and any other Company-required insignia."

2. The Parties further agree to replace the use of the phrase "leather jacket" with the phrase "Three-in-one jacket" throughout Article 30.
3. Nothing contained herein otherwise modifies the rights of the Crew Members or the Company under the CBA.
4. This MOU shall commence as of the Effective Date and shall run concurrent with the provisions of Article 34 (Duration) of the CBA.


### **AGREED AND ACCEPTED BY:**

ATLAS AIR, INC.

By:   
Jeff Carlson  
Senior Vice President, Flight Operations

Date: 10/26/2023

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750

By:   
Yngve Paulsen  
President, IBT Local 2750

Date: 10/25/2023