

**MEMORANDUM OF UNDERSTANDING**  
**“RESERVE ASSIGNMENTS”**

**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**, Article 31.E.1. describes Reserve Assignments for Crew Members; and

**WHEREAS**, the Company strives to consistently comply with Article 31.E.1 of the CBA but recognizes there may be certain circumstances that occur where this does not happen; and

**WHEREAS**, the Parties desire to avoid grievances over this issue and instead implement a standard remedy going forward to address situations when a Crew Member who is on Reserve pursuant to Article 31.E.1 of the CBA is inadvertently assigned a flight in violation of this provision.

**NOW THEREFORE, BE IT RESOLVED:**

1. The Company and the Union agree that when a Crew Member has been assigned a flight in violation of Article 31.E.1. of the CBA, such Crew Member may elect to have his or her bid schedule converted to a Secondary Line and be subject to provisions of Article 25.M. for the remainder of the Bid Period.
2. Paragraph 1 above does not apply to Crew Members awarded an Outbase. In those instances, the Trip Pairing will be removed.
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 first day of the Bid month following 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: \_\_\_\_\_  
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