

MEMORANDUM OF UNDERSTANDING
“737 HOT MEAL PAYMENTS”

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 5.E and Appendix 5-A delineates Crew Meals/Catering for Crew Members; and

WHEREAS, the Company is unable to provide Hot Meals to its eligible Crew Members on the 737 aircraft consistent with Article 5. E and Appendix 5-A due to a lack of appropriate ovens; and

WHEREAS, the Parties desire to provide an alternative to Hot Meals for Crew Members on 737 aircraft on routes with scheduled Block Time greater than four (4) hours as provided in Appendix 5-A of the CBA.

NOW THEREFORE, BE IT RESOLVED:

1. The Company and the Union agree that a Crew Member with scheduled block time of four (4) or more hours on a 737 aircraft who would otherwise be eligible for a Hot Meal under Article 5 of the CBA will instead receive a gross payment of US \$75.00 for such meal (“Meal Payment”).
2. The Parties further agree that the Meal Payment is inclusive of a gross up from the Company to cover all taxes for such meal.
3. The Parties agree that such Meal Payment is compliant with Article 5.E and Appendix 5-A of the CBA.
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.

AGREED AND ACCEPTED BY:

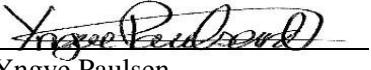
ATLAS AIR, INC.



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