

LETTER OF CLARIFICATION
Partial Vacation Conflicts

THIS LETTER OF CLARIFICATION (hereinafter, "LOC") 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 Pilots and Flight Engineers (hereinafter, "Crewmembers") in the service of the Company as represented by the International Brotherhood of the Teamsters, Airline Division (hereinafter, "IBT" or "Union")

WHEREAS, the parties have agreed to clarify the administration of Section 25.J. of the Collective Bargaining Agreement ("Agreement") as applied to Crewmembers whose schedules partially conflict with Vacation.

THEREFORE, BE IT RESOLVED:

1. If there are three (3) or fewer Work Days immediately adjacent to the start or end of a Vacation Period, then the following options are available, subject to mutual agreement between the Company and the Crewmember:
 - A. One or more of the Work Day(s) immediately adjacent to the Vacation Period may be shifted to abut with other Work Day(s) in the same Bid Month.
 - B. The Crewmember may be assigned R-1 at his residence or at a mutually agreeable location other than his residence.
 - C. The Crewmember may be released from duty on the Work Day(s) adjacent to the Vacation Period.
2. Requests for Option A, Option B and/or Option C may be initiated by the Crewmember or the Company.
3. A Crewmember request for Option A, Option B or Option C, above, should be made prior to the start of the Bid Month. Any modifications made to a Crewmember's schedule in accordance with this LOC shall be deemed to be the Crewmember's awarded schedule for the Bid Month. Further, the adjusted scheduled shall be considered a legally constructed schedule for the purposes of Section 25.B and 25.C of the Agreement.
4. Nothing contained herein modifies the rights of Crewmembers or the Company under the Agreement.



Capt. Robert Ulrich
Chairman
October 22, 2012



Capt. Jeffrey Carlson
Vice President Flight Operations
October 22, 2012