

Section 25.L.1.a. and 25.L.1.b.

LETTER OF CLARIFICATION

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 Teamsters, Airline Division (hereinafter, "IBT" or "Union").

WHEREAS, the parties agreed to clarify the administration of Section 25.L.1.a. and Section 25.L.1.b. of Collective Bargaining Agreement ("Agreement") as applied to changes to Reserve Crewmembers' start times;


THEREFORE, BE IT RESOLVED:

1. Notwithstanding any other provision in the Agreement to the contrary, if the Company intends to change a Reserve Crewmember's start time, the Company shall apply Section 25.L.1.a. and Section 25.L.1.b. of the Agreement in the same manner as applicable to Regular, Hybrid and VTO Lineholders.
2. This LOC is enforceable under Section 21 and Section 22 of the Agreement.



Capt. Robert Ulrich
Chairman
Atlas Air, Inc. Executive Council

March 15, 2012



Capt. Jeffrey Carlson
Vice President of Operations
Atlas Air, Inc.

March 15, 2012