



Labor Chronology (2015 – April 2019)

- **December 2015** - Atlas Air, Inc. (Atlas) and the International Brotherhood of Teamsters Local 1224 (Union) meet for the first time to discuss scheduling dates for bargaining for an amended Collective Bargaining Agreement (CBA). This meeting is pursuant to a “early opener” provision in the current CBA. The existing CBA would not become amendable until September 2016.
- **January 2016** - Atlas Air Worldwide Holding Inc. (AAWW) publicly announces its intent to acquire Southern Air Holdings, Inc. (SAHI).
- **January 2016** - Union publicly states its support of AAWW-SAHI merger.
- **January 2016** - Atlas and the Union’s negotiating committee meet for three days of bargaining sessions for an amended CBA. Additional meetings are scheduled to take place each month throughout 2016.
- **February 2016** – Atlas and Southern leadership meet with the Union at Union headquarters in Washington D.C. Atlas and Southern leadership make clear they intend to proceed with negotiations for a joint CBA for the merged carriers pursuant to collectively-bargained provisions that require submission of an integrated pilot seniority list by the Union, a period of bargaining, and, if necessary, submission of any unresolved issues for resolution in a binding interest arbitration.
- **February 2016** – Atlas maintains its commitment to meet with the Union on three previously-scheduled bargaining dates for an amended CBA in order to keep a dialogue going pending regulatory approval and closure of the Southern acquisition.
- **March 2016** - Atlas and the Union’s negotiating committee meet pursuant to the previously-agreed schedule. The day before the first meeting, the carriers received a DOT Order that served as an assurance that the DOT would allow the merger to proceed. At the first meeting, carrier representatives clarified that they were pivoting from Atlas CBA negotiations to joint CBA negotiations pursuant to the procedures set for the in the Atlas and Southern CBAs. Atlas proposed that the parties enter into a Transition Agreement that would provide a path forward for negotiations and operations following the merger. The Union rejected the proposal unless the Company would waive the negotiation and interest arbitration procedures set forth in the Atlas and Southern CBAs.

- **March 2016** - Union filed a challenge to AAWW's acquisition of SAHI with the U.S Department of Transportation (DOT) that, if successful, would have effectively forced the shut-down all the carriers' operations. The Union did not prevail.
- **April 2016** - Atlas notifies Union that merger will soon close, and that the provisions of the Atlas and Southern CBAs that require submission of an integrated pilot seniority list by the Union, a period of bargaining, and, if necessary, submission of any unresolved issues for resolution in a binding interest arbitration, would be triggered.
- **April 2016** - AAWW – SAHI merger closes.
- **April 2016** - Union files an application with the National Mediation Board (NMB) requesting that the NMB assert jurisdiction over the bargaining process and assign a mediator. Atlas asked the NMB to defer mediation because the Atlas CBA required the parties to negotiate a joint CBA, not a separate Atlas CBA.
- **April 2016** - Atlas submits its Management Grievance to the Union seeking an expedited arbitration pursuant to the Atlas CBA regarding whether the parties were required, pursuant to the Atlas CBA, to engage in the procedures set forth in the Atlas CBA for achieving a joint CBA. The Union claims the grievance is not arbitrable and indicates it would look forward to an amicable resolution of the dispute through consensual negotiations.
- **May 2016** – Atlas, Southern and Union begin nine months of exchanging compromise proposals regarding a possible process for formulating a joint CBA which, if successful, would have rendered the Management Grievance unnecessary.
- **May 2016** – Union calls for a “strike vote,” and pilots vote to authorize a strike when one is lawfully permitted.
- **June 2016** – The NMB conducts a fact-finding meeting at which Atlas explained its position that the NMB should not conduct mediation at this time. Since that date, the NMB has not scheduled any mediation sessions or given any indication that it intends to do so.
- **January 2017** – Southern submits its Management Grievance to the Union seeking an expedited arbitration pursuant to the Southern CBA regarding whether the parties were required, pursuant to the Southern CBA, to engage in the procedures set forth in the Southern CBA for achieving a joint CBA. Union claims the grievance is not arbitrable and indicates it would look forward to an amicable resolution of the dispute through consensual negotiations.
- **February 2017** – After notifying the Union that Atlas and Southern had concluded that the Union had effectively rejected their compromise proposal, Atlas and Southern file a lawsuit in federal court in the Southern District of New York (SDNY) against the Union, and file a motion asking the Court to require that the Union arbitrate both the Atlas and Southern Management Grievances.

- **June 2017**- Atlas, Southern and Union execute an agreement to engage in voluntary negotiations for a joint CBA. The parties engage in such negotiations over several months.
- **September 2017** – Atlas files a lawsuit in federal court in the District of Columbia (DDC) against the Union, and files a motion requesting that the Court issue an injunction prohibiting the Union from them from engaging in an ongoing, unlawful pilot slowdown campaign.
- **November 2017** – The DDC holds a three-day hearing on Atlas’s lawsuit and subsequently issues a preliminary injunction against the Union upon concluding that the Union had engaged in an illegal slowdown campaign intended to harm Atlas.
- **December 2017** - Union appeals the DDC’s order requiring the Union to stop engaging in an illegal slowdown campaign.
- **March 2018** – The SDNY grants Atlas and Southern motion, issues order requiring the Union to arbitrate the Atlas and Southern Management Grievances regarding whether the Union was required to comply with the procedures for reaching a joint CBA that are set forth in the Atlas and Southern CBAs.
- **April 2018** - Union appeals the SDNY’s order requiring the Union to arbitrate the Atlas and Southern Management Grievances.
- **June 2018** – Atlas and Southern begin negotiations with Union leadership to enable Southern to provide Southern pilots with enhanced benefits and terms and conditions of employment.
- **September 2018** – Atlas and Southern achieve a new Letter of Agreement with the Union allowing Southern to provide Southern pilots with essentially the same terms and conditions (including compensation) provided to Atlas pilots.
- **September 2018** – Atlas and Union participate in oral arguments before the federal appeals court in the District of Columbia regarding the preliminary injunction prohibiting the Union from engaging in an illegal pilot slowdown. The Court has not yet issued a decision.
- **October 2018** – The Atlas and Southern Management Grievances hearings occur before two separate arbitrators over two separate weeks.
- **January 2019** - Union requests extension from both arbitrators to submit post-hearing briefs for both Management Grievances, pushing back deadlines to submit such briefs until late February and early March. The arbitrators’ panels have not issued their decisions.
- **February 2019** – Atlas, Southern and the Union agree to engage in further voluntary bargaining for a joint CBA while the parties await the arbitrators’ decisions in the Atlas and Southern Management Grievances.

- **March 2019** – Atlas, Southern and the Union engage in bargaining for a joint CBA. The parties reach a tentative agreement on one section of the joint CBA and make progress in negotiating several other sections.
- **April 2019** - Atlas, Southern and the Union engage in further bargaining for a joint CBA. Union informs Atlas and Southern that the Union will not engage in bargaining over any other sections of the joint CBA until the parties bargain over Scope language, a significant and complex section of the joint CBA.
- **May 3, 2019** - Atlas and Union scheduled to participate in oral arguments before the federal appeals court in New York regarding the order compelling the Union to arbitrate the Management Grievances.
- **May 20-24, 2019** -Atlas, Southern and the Union are scheduled to engage in further bargaining, including discussions among the parties' leaders regarding Scope language.
- **June 18-22, 2019** - Atlas, Southern and the Union are scheduled to engage in further bargaining.