



Reality Check

There have been many false assertions made about the Company and the status of negotiations with Union leaders. The reality is a different story. The facts are:

Safety is Embedded in Our Core Values

Our commitment to safety is the foundation of everything we do at Atlas Air. We thank our dedicated crew of 2,000 pilots and 1,500 ground staff for sharing this commitment and putting it into practice every day. Since our founding over a quarter of a century ago, we have worked hard to earn and maintain a record of safety and compliance.

Atlas' fleet and workforce meet or exceed all government safety standards.

Atlas pilot training includes multiple reviews, evaluations and proficiency checks to comply with FAA regulations.

Work Conditions Meet or Exceed All Safety Requirements

Atlas operations continually meet or exceed all safety requirements.

It is company policy that when or if a pilot determines they are unable to fly due to fatigue or illness, their request is honored 100 percent of the time. Work hours are set according to the JCBA, which was jointly negotiated. Any changes to the work rules must be renegotiated, which the Company is eager to do.

Pilots Should Receive Raises Now – And We Want to Increase Them in the Future

Atlas pilots should be realizing their well-earned raises in their paychecks and the Company wants to pay them more, but Union leaders have delayed negotiations. The previous Joint Collective Bargaining Agreement (JCBA) continues to cover pay and workplace rules and must be renegotiated. Until labor leaders allow this to happen, pay cannot be renegotiated. The Company is eager to negotiate a change in pay for the workforce but has been stymied by Union leaders for many years now. Regretfully, there has even been legal action that has unnecessarily delayed the talks.

There are provisions within in the original contract that provide for incremental raises for pilots. The Company would like for those increases to be larger but that cannot happen until a new JCBA is agreed to. We are a successful, profitable company. We want to reward our workforce for the role they play in making that happen.

Atlas Strictly Adheres to the Current CBA

Both the Atlas and Southern CBAs have specific provisions that prescribe the agreed process for merging the operations, seniority lists and CBAs of merging entities. As a result of the merger of Southern and Atlas, the existing JCBA carries over and continues to provide pay and work rules.

Atlas Has Made Multiple Proposal Offers to Union Leaders

The Company has made multiple offers to Union leaders over the past three years. Some issues have been resolved but others remain outstanding.