

March 19, 2026

VIA EMAIL

Yngve Paulsen, President
Teamsters Local Union 2750

Stewards Committee
Teamsters Local Union 2750

Subject: Notice of Intended Grievance

Interpretation of Article 33.A.3 – Hostile Area Designation Authority

President Paulsen,

This correspondence concerns the proper interpretation of the designation mechanism in Article 33.A.3 governing when locations are treated as ‘Hostile Areas’ under the Collective Bargaining Agreement.

Because this issue concerns the interpretation and application of a contract provision affecting the pilot group, **this correspondence and any response received will be shared with the membership.**

Significance to Crewmembers

Article 33 determines when crewmembers receive the contractual protections negotiated for operations conducted in hostile environments, including:

- **175% compensation** for Article 33 operations under Article 33.C.3
- **Income protection and benefit continuation** for injuries arising from Article 33 operations under Article 33.C.4(a)
- **Additional life-insurance coverage** under Article 33.C.4(b)

In addition, some crewmembers may maintain private life or disability insurance policies that include exclusions or limitations related to acts of war, terrorism, or operations conducted in designated hostile areas. Because Article 33 governs operations in environments involving war, insurrection, or terrorism, the contractual protections provided under Article 33 may be particularly significant for crewmembers and their families when operating in such regions.

Accordingly, the interpretation and application of Article 33.A.3 directly affects the compensation and contractual protections applicable to crewmembers operating in such environments.

Summary of Issue

Article 33.A.3 establishes both the conditions under which a location may qualify as a “Hostile Area” **and the authorities responsible for designating such areas under the Agreement.**

Article 33.A.3 defines a “Hostile Area” as:

*“A geographic area outside the United States in which acts of war, insurrection, or terrorism are presently being committed or imminently threatened, and there are materially higher risks and imminent threats of physical harm or danger to commercial aircraft and/or airline personnel, **as designated by the Department of Defense or by agreement of the parties.**”* (Emphasis added.)

The designation clause provides that Hostile Areas are those designated either:

1. By the **Department of Defense; or**
2. By **agreement of the parties.**

The disjunctive ‘**or**’ in this clause does not create a discretionary choice between designating authorities, but instead identifies two independent sources of designation authority, neither of which operates to displace or override the other.

The structure and interpretation of this provision is addressed in **Appendix A.**

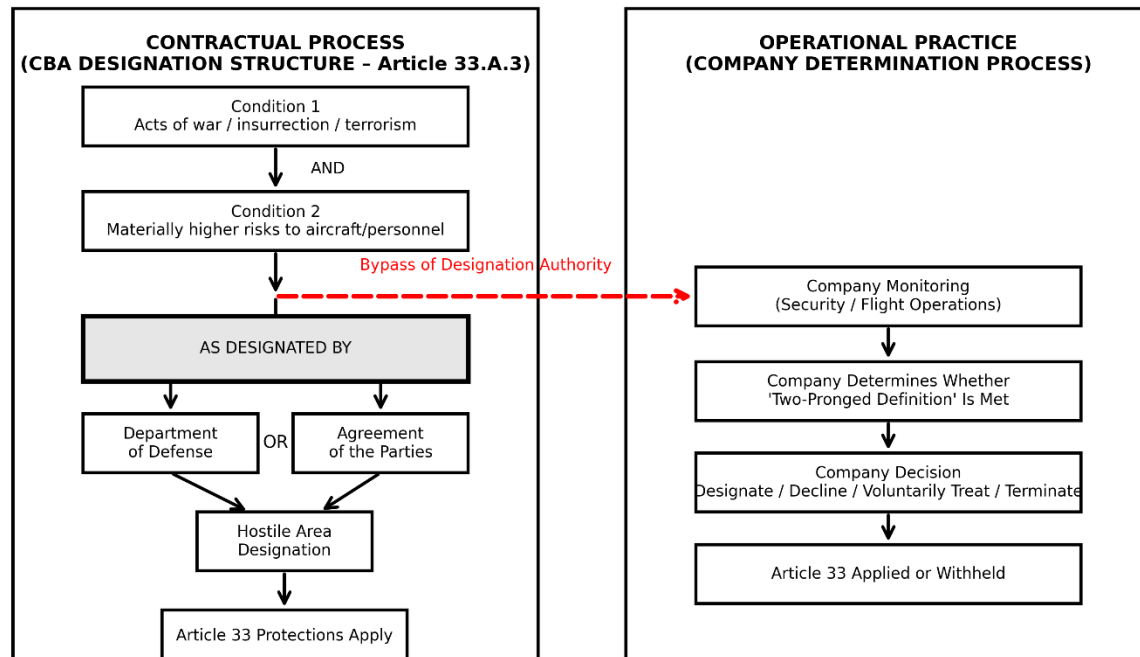
A review of thirty-two Company Article 33 determination letters issued between 2022 and 2026 reflects a consistent operational process in which the Company evaluates whether the descriptive conditions contained in Article 33.A.3 are met—namely, whether (1) acts of war, insurrection, or terrorism are occurring or threatened, and (2) materially higher risks to aircraft or personnel exist—and, based on that internal assessment, determines whether a location will be designated and treated as a “Hostile Area.” A summary and analysis of this determination process, based on thirty-two letters reviewed, is provided in **Appendix B.**

Under this process, Hostile Area designations are made as a result of internal Company determinations conducted through Security and Flight Operations monitoring, rather than through designation by the **Department of Defense or by agreement of the parties**, as specified in the Agreement.

Neither designation by the Department of Defense nor designation by agreement of the parties is reflected in, referenced by, or identified as the basis for designation in the Company’s Article 33 determination letters.

The designation clause itself is not applied as part of the decision-making process and does not function as the operative basis for designation in the determination letters. Instead, the provision is effectively applied as though the designation clause were replaced with a Company determination mechanism.

This distinction is illustrated below.



Under this process, the provision functions in practice **as though it reads as follows:**

*“A geographic area outside the United States in which acts of war, insurrection, or terrorism are presently being committed or imminently threatened, and there are materially higher risks and imminent threats of physical harm or danger to commercial aircraft and/or airline personnel, ~~as designated by the Department of Defense or by agreement of the parties~~ **as determined by the Company through its internal security and operational assessments.**”*

This presents the question of whether this substituted operational process reflects a correct interpretation and application of Article 33.A.3.

The question to be resolved is therefore:

Whether the Company's use of an independent internal assessment process to designate or decline Hostile Areas, in place of the designation authorities expressly identified in Article 33.A.3—*designation by the Department of Defense or by agreement of the parties*—constitutes a violation of Article 33.A.3 based on an improper interpretation of that provision.

Notice of Intended Grievance

The undersigned crewmembers provide notice that they intend to file a grievance under Article 20 of the Collective Bargaining Agreement concerning the interpretation and application of Article 33.A.3.

Because the issue presented concerns the interpretation of Article 33.A.3 and the overall designation mechanism contained in that provision, the dispute resolution process described in Article 33.B.1—addressing whether a specific location is hostile—does not address the scope of the dispute presented here.

To assist in preparing the grievance, the undersigned request:

1. Any written agreements, memoranda, or other documents reflecting agreement between the Company and the Union designating Hostile Areas under Article 33.A.3, if any such agreements exist;
2. Pursuant to Article 20.B.1 of the Collective Bargaining Agreement, the grievance form required for submission of a Step 1 grievance by crewmembers; and
3. Any clarification the Union wishes to provide regarding its interpretation of the designation provisions contained in Article 33.A.3.

If the Union determines that this matter should be pursued as a grievance on behalf of the undersigned crewmembers, the undersigned would welcome such representation and participation in resolving the issue presented. If the Union determines not to pursue the matter on behalf of the undersigned, the undersigned intend to proceed with filing a grievance directly in accordance with the procedures set forth in Article 20 of the Collective Bargaining Agreement.

Additional crewmembers who believe they may have been affected by the interpretation or application of Article 33.A.3, including crewmembers who have recently operated flights into locations designated for Department of Defense Imminent Danger Pay, are invited to join in the grievance when it is filed.

Because this issue concerns the interpretation and application of Article 33.A.3 across multiple locations, the undersigned believe that resolving the proper interpretation of Article 33.A.3 is important to ensuring that the protections negotiated under Article 33 are applied consistently and in accordance with the Agreement.

Respectfully,

John Corcoran
Jesse Johansen
Members, Teamsters Local Union 2750

Attachments

- Appendix A – Relevant Contract Language and Interpretation
- Appendix B – Observed Company Practice and Conflict with Article 33.A.3
- Appendix C – Department of Defense Designation (Hostile Fire / Imminent Danger Pay Table)

References

- Article 33 Update Letters (Nos. 1-32) – employees.atlasair.com/FlightOps/Pages/LOA-LOCs.aspx
- DFAS Imminent Danger Pay / Hostile Fire Pay Table – [Defense Finance and Accounting Service > MilitaryMembers > payentitlements > Pay Tables > IDP Areas](#)