



**AIR WISCONSIN MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**



August 7, 2009

Mr. Shawn White
Chief Pilot
Air Wisconsin Airlines Corporation
Suite 203
W6390 Challenger Drive
Appleton, WI 54915

Re: ALPA Case No. ARW-08-03 (Uniform Reimbursement)

Dear Shawn,

We are writing to confirm our agreement to settle the above-referenced matter in accordance with the following terms:

1.
 - a. Effective January 1, 2010, a pilot with a balance in his uniform bank may designate that all or a portion of the balance be dedicated to a direct bill vendor. The direct bill vendors will include the five most frequently used vendors used by ARW pilots, provided such vendors are willing to comply with Air Wisconsin's reporting and billing requirements. If ALPA wishes to substitute vendors, or if a vendor goes out of business or is not willing to comply with Air Wisconsin's reporting and billing requirements, ALPA may propose a replacement vendor and that vendor will be used provided it can comply with ARW's requirements. However, any change in vendor must occur prior to September 1 in order to be effective for the next year.
 - b. Air Wisconsin will advise the vendors of the names of the pilots who have designated that vendor as the pilot's direct bill election, and the funds available for each pilot. A pilot utilizing a direct bill vendor will follow the vendor's procedures for ordering uniform pieces, and the vendor will invoice Air Wisconsin for the uniform pieces purchased. If a pilot orders a uniform piece that exceeds the balance remaining with that vendor, the vendor will disallow the purchase. In addition, a pilot will have the option of being reimbursed for uniform expenses incurred through the traditional T & E system, in accordance with paragraph 2 below .
2.
 - a. On or about November 1 of each year, Air Wisconsin will provide every pilot with a statement reflecting the amount remaining in his uniform bank as of that date (less any expenses not yet invoiced), and the projected amount the pilot will receive on January 1. Air Wisconsin will make available (concurrent with the medical insurance Open Enrollment period that opens in mid-November) an election form which will allow a pilot to designate the portion of his bank, if any, he would like to dedicate to a direct bill vendor, and also designate the portion of his bank, if any, he would like to reserve for reimbursement through the T & E system. A pilot will have at least ten (10) days (and no less than the Open Enrollment period) to submit the form. A pilot who does not submit an election form will be eligible to use the T & E system only for that year.

- b. If a pilot does not actually have the funds in his uniform bank that were projected at the time the statement referenced above was created, the reduction will be taken from the amount allotted to T & E, if sufficient, and if insufficient and/or not applicable, from the direct bill allotment.
3. A pilot will not be eligible for the reimbursement of uniform expenses that are submitted through the T & E system when the request for reimbursement occurs within thirty (30) days of the pilot's resignation. If the pilot has been reimbursed for a uniform expense that occurs within 30 days of his resignation, an equivalent reduction will be made to his final paycheck. A pilot will not be eligible for the reimbursement of uniform expenses that are directly billed to the vendor within fourteen (14) days of the pilot's resignation. If a pilot incurs a uniform expense through the direct bill process with fourteen (14) days of his resignation, an equivalent reduction will be made to his final paycheck.
 4. A pilot may not submit a request for reimbursement through the T & E system for uniform pieces purchased from the vendor he has selected for direct billing.
 5. As part of this settlement, and on a non-precedent, non-referral basis, Air Wisconsin will reimburse the pilots listed in Attachment A, for uniform expenses previously submitted, except that Air Wisconsin is not required to reimburse a pilot for a uniform piece that could not be worn at Air Wisconsin because they do not conform to the Air Wisconsin uniform specifications. No additions will be made to Attachment A.

If I have accurately summarized our agreement, please sign in the space provided below, return an executed copy to Jane Schraft, and we will consider this matter closed.

Sincerely,



Bill Patterson, Chairman
ARW MEC Grievance Committee

cc: Joe Ellis
Jane Schraft
Jim Rankin
Shawn White
Tim Andre



Shawn White
Chief Pilot

8-7-09
Date

Attachment A WP SW

ARW 08-03 "Uniform Grievance"

List of pilots denied uniform reimbursement:

1. Kevin Bosley:	503.38	
2. Patrick Dau:	500.90 181.10	Blazer, belt & eps have gold stripes & buckle, shoes, hat strap, hat button & belt not allowed.
3. Roger Pietrowski	520.00	
4. Douglas M. Hines	260.00 238.34	Loss of accrual 10/07 so only had 238.34 available in bank
5. Kristopher T. Gilley	257.00	
6. Michael Sundquist	425.04 159.20	Double breasted top coat - AWAC wears single breasted
7. Mark Belcik	124.35	
8. Michael Keifer	260.00	
9. Aaron Wood	713.56	
10. Patrick Flahaven	250.00	
Total:	\$3814.23	