

LETTER OF AGREEMENT No. 31
between
AIR WISCONSIN AIRLINES CORPORATION
and the
AIR LINE PILOTS
in the service of
AIR WISCONSIN AIRLINES CORPORATION
as represented by the
AIR LINE PILOTS ASSOCIATION INTERNATIONAL

THIS LETTER AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between Air Wisconsin Airlines Corporation ("Air Wisconsin" or "the Company") and the air line pilots in the service of Air Wisconsin Airlines Corporation, as represented by the Air Line Pilots Association, International ("ALPA" or the "Association").

WHEREAS, Section 22 of the Air Wisconsin/ALPA Pilot Collective Bargaining Agreement ("Pilots' Basic Agreement") includes the provisions applicable to the accrual of pilot seniority addresses issues related to a pilot's attainment of and relative position on the Air Wisconsin Pilots' System Seniority list; and

WHEREAS, Air Wisconsin honors and assists with the implementation of these seniority accrual provisions in the Pilots' Basic Agreement, and

WHEREAS, Air Wisconsin and ALPA wish to clarify the point at which a pilot begins accruing seniority;

NOW THEREFORE, the Company and ALPA agree that:

- A. Pilot employees at Air Wisconsin will begin to accrue seniority on the Pilots' System Seniority List from the first date a pilot reports to indoctrination training incident to initial aircraft training regardless of whether the pilot has previously attended CTP training at Air Wisconsin. For the purposes of this Letter of Agreement, a pilot includes persons attending CTP training at Air Wisconsin for training incident to employment with the Company.
- B. Pilot employees at Air Wisconsin will begin to accrue employment longevity at the Company for pay and all other purposes such as accruing benefits (i.e. sick and vacation accruals) and other employment-related benefits (i.e. insurance and retirement plan coverage and pass benefits) on the first date a pilot reports to any training incident to employment with the Company.
- C. Section 22 will be amended with the addition of the underlined language:

Section 22
Seniority

A. Seniority will begin to accrue from the date a pilot reports to Company indoctrination training incident to employment as a pilot while longevity and benefit accruals will accrue from the first date a pilot reports to Company training incident to employment.

- D. The Association and the Company agree to work collaboratively to ensure compliance with this Letter of Agreement.
- E. This Letter of Agreement shall become effective on September 28, 2015 and shall remain in full force and effect concurrent with the Pilot's Basic Agreement.

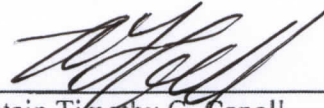
IN WITNESS WHEREOF, the parties have signed this Agreement this 29th day of September, 2015.

For AIR WISCONSIN AIRLINES
CORPORATION

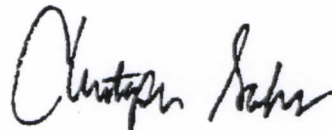


Edward Leverton
Director of Flying and
Chief Pilot

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Captain Timothy G. Canoll
President



Christopher S. Suhs
ARW MEC Chairman