

LETTER OF AGREEMENT No. 38
 between
 AIR WISCONSIN AIRLINES LLC
 and the
 AIR LINE PILOTS
 in the service of
 AIR WISCONSIN AIRLINES, LLC
 as represented by the
 AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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

WHEREAS, the Company currently offers an Indemnity, PPO, and EPO/HMO plans to the pilots in addition to a Savers HSA high-deductible plan, and

WHEREAS, ALPA and the Company wish to ensure that the employee portion of the monthly health insurance premium remains at a level designed to encourage pilots to select their health plan in a manner consistent with the value of the Plan.

THEREFORE, IT IS HEREBY AGREED THAT:

- A. Notwithstanding the language contained in Section 27.D.2., the parties have agreed to utilize the following rates for the pilots’ share of the monthly health insurance premiums for Benefit Year 2018.

	<u>Indemnity</u> <u>(Comprehensive)</u> <u>Plan</u>	<u>PPO</u>	<u>EPO</u>	<u>Savers HSA</u> <u>High Deductible</u> <u>Plan</u>
Single	\$174.40	\$169.62	\$175.60	\$135.50
EE + 1	\$383.68	\$373.18	\$386.34	\$298.10
Family	\$558.08	\$542.80	\$561.98	\$433.62

- B. The parties further agree that there will be no benefit reductions in the medical plans for the 2018 benefit year.

- C. The parties also agree that the following will be the 2018 Dental Monthly Premium Contributions using the Self-Funded Dental – Blended Methodology:

Single \$7.42 Single +1 \$16.32 Single + Family \$23.76

MEDICAL PREMIUM BLENDING - 2018

And that the following will be the 2018 Dental Monthly Premium Contributions using the Fully Insured Cigna DHMO – Blended Methodology:

Single \$6.48

Single + 1 \$10.72

Single + Family \$18.20

- D. The terms of this Letter of Agreement apply to Benefit Year 2018 only. Subsequent to 2018 the method for determining the pilot share of the premium shall be calculated in accordance with the terms of Section 27.D.2. unless the parties mutually agree otherwise.

This Letter of Agreement shall become effective on the date of execution.

IN WITNESS WHEREOF, the parties have signed this Agreement this ___ day of November, 2017.

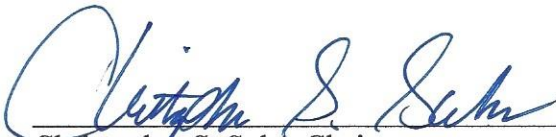
FOR AIR WISCONSIN AIRLINES
LLC

FOR AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL

Robert D. Frisch
Vice President-Flight Operations

Captain Timothy G. Canoll
President

Jenny Voight
Director of Benefits –Risk Management



Christopher S. Suhs, Chairman
Master Executive Council (ARW)