

# WOULD YOU RATHER HAVE **9 YEARS** OF BIDDING SENIORITY **OR 3?**

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Let's take a look at a Delta's Ready Reserve program vs. pre-merger Northwest.

IAM PMNW:	DELTA READY RESERVE:
<b>1994</b>	<b>2009</b>
Hired as a part-time customer service agent (CSA)	Hired as seasonal or Ready Reserve customer service agent (CSA)
<b>2000</b>	<b>2013</b>
Became a full-time CSA <b>6 years of bidding SENIORITY RESETS TO 0</b>	Became a full-time CSA <b>4 years of bidding SENIORITY CONTINUES</b>
<b>2003</b>	<b>2018</b>
<b>3 TOTAL YEARS OF BIDDING SENIORITY</b>	<b>9 TOTAL YEARS OF BIDDING SENIORITY</b>

Delta Ready Reserve employees move into full-time positions in ACS, CGO and Res without losing their bidding seniority. Because we believe time worked is time earned. No matter what.

DON'T RISK IT. **DON'T SIGN IT.**  **DELTA**

Example above based on the pre-merger Northwest IAM contracts. There were different seniority lists for job classifications or districts, depending on the contract.