

TWO DIFFERENT SENIORITY POLICIES.

IAM PMNW	2003	2003	DELTA
	- Hired as a Ramp Agent	- Hired as a Ramp Agent	
	2009	2009	
	- Becomes Ramp Lead - 6 years of bidding seniority resets to 0 due to new role	- Becomes ALA or Cargo Lead - 6 years of bidding seniority continues with new role	
	2014	2014	
	- Becomes Gate Agent - 5 years of bidding seniority resets to 0 due to new role	- Becomes Gate Agent - 11 years of bidding seniority continues with new role	
	2018	2018	
	4 TOTAL YEARS OF BIDDING SENIORITY	15 TOTAL YEARS OF BIDDING SENIORITY	

Our employees in ACS (above and below wing), Cargo (warehouse and customer-facing) and RES can transfer between these positions and/or departments, while receiving full credit for company seniority for bidding purposes.

Choosing the IAM would put that freedom and flexibility at risk.