

## Policy and Contract Quiz

The following quiz is designed to test your knowledge of Delta's policies for frontline employees and the IAM contract. Answers are found at the bottom of the quiz.

- 1 - PMDL employees can receive raises while on administrative discipline.  
True  
False
- 2 - PMDL employees get overtime based on
  - a- equal distribution of hours among eligible employees.
  - b- favoritism.
  - c- the performance lead's whim.
  - d- the rising and falling of the tide.(Choose all correct answers)
- 3 - Before being eligible for Long Term Disability, PMDL employees must wait for
  - a- a lifetime
  - b- 8 weeks
  - c- 12 weeks, similar to PMNW IAM members
  - d- ½ year
- 4 - When a PMNW IAM member has aircraft damage, he/she has the right to have how many union reps when questioned by managers?
  - a- 1 rep for every manager present.
  - b- 5 reps.
  - c- no reps, similar to PMDL employees.
  - d- as many as they would like.
- 5 - PMDL employees are called "at will" employees because
  - a- they can be terminated at any time, for any reason, with little legal recourse.
  - b- they have a "direct relationship" with management.
  - c- they can come and go at will.
  - d- they work whenever they want.

- 6 - PMNW baggage handlers have a legal right to do ground operations work because
    - a- they all have good personal attorneys.
    - b- they have a union contract which protects them from having their work contracted out.
    - c- they are very good at it.
    - d- they don't like to go outside.
  - 7 - Retired PMNW IAM members pay what percentage of their health insurance premiums?
    - a- 50%
    - b- 100% like their PMDL counterparts
    - c- 0%
    - d- They are lucky if they get anything
  - 8 - Defined benefit pension plans, like the IAM Pension Plan, are favored by financial planners because
    - a- They are not subject to the volatility of the stock market.
    - b- They pay out until the participant is deceased.
    - c- They pay out millions to Wall Street.(Choose all correct answers.)
  - 9 - The best way to secure our future is
    - a- relying on the good will of the Corporate Leadership Team and Corporate America.
    - b- to wish in one hand.
    - c- a strong union and a strong union contract.
  - 10 - A union contract is something that
    - a- only Richard Anderson and Ed Bastian should get.
    - b- all frontline Delta employees deserve.
    - c- only Delta pilots should have.
- Answer key – 1 False, 2 b and c, 3 d, 4 a, 5 a, 6 b, 7 a, 8 a and b, 9 c, 10 b. [0 to 3 correct – need to stop reading Rumor Has It on deltanet], [4 to 7 correct – start reading iam4delta], [7 to 10 correct – true unionista.]