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consideration for assignment to that shift.

Choice of vacation periods was determined by seniority in a third of the agreements covering 26 per cent of the workers. Thus: "In cases where a number of employees choose the same vacation period and all of them cannot be spared for that period, seniority will be the determining factor in the allotment of vacation time."

Over four-fifths of the agreements, involving 70 per cent of the workers, graduated the amount of paid vacation based on employees' length of service. For example: "Each employee who has completed 1 year of continuous employment will receive 1 week's vacation. Each employee who has completed 5 years' continuous service will receive 2 weeks' vacation. Each employee who has completed 15 years of continuous service will receive 3 weeks' vacation."

Graduation of sick leave according to length of service was provided in only 14 per cent of the agreements, covering about the same percentage of the workers. An example reads as
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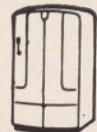
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