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follows: "Each full-time employee who at the time of illness or injury is and has been in the active service of the employer for a period of 1 full year or more shall be entitled to 6 working days' sick leave with full pay. Each full-time employee who at the time of illness or injury is and has been in the active service of the employer for a period of 2 full years or more shall be entitled to 12 working days' sick leave with full pay."

Slightly over a tenth of the agreements had minimum and maximum wage rates for the same job classification and a definite schedule of length-of-service wage increases within the rate range. In some of these agreements, automatic wage increases were based solely on length of service. In others, increases were automatic up to a given point within the range, with further increases on the basis of merit alone.

Agreements covering almost a fourth of the workers provided for severance pay in the event of termination of employment. Pay was usually graduated according to length of service, as in the following example: "The employer agrees to pay 1 week's severance pay for each year of service."

Provision for severance pay gives

employees a limited degree of job security, by making dismissal of long-service employees costly to the employer.

Nearly two-thirds of the employees were covered by agreements providing pension plans. In all of these plans, employees must have a specified minimum number of years' service in order to become eligible.

Among the other benefits occasionally determined by length of service were preference for premium pay work, such as overtime, Saturday, Sunday and holiday work; choice of days off; preference for regular employment (among part-time and seasonal workers); choice of runs (in transportation agreements) or routes (for driver-salesmen); eligibility for paid holidays and guarantee of 40 hours' work per week; amount of Christmas bonus; and length of unpaid leave.

Some employers give privileges and awards in recognition of long service, other than those which are collectively bargained. Bonuses and non-monetary benefits such as watches, insignia, reserved parking space, etc., are examples of such employer recognition. (Compiled from an article by James Nix, Division of Industrial Relations, which appeared in the August, 1951, issue of the Monthly Labor Review.)

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