## APPENDIX H CUMULATIVE LENGTH OF SERVICE (PER AGREEMENT)

## **Cumulative Length of Service (per Agreement)**

Step

Less than 1 year 1 One year, but less than 2 2 Two years, but less than 3 3 Three years, but less than 4 4 Four years, but less than 5 5 Five years, but less then 6 6 Six years, but less than 7 7 Seven years, but less than 8 8 Eight years, but less than 9 9 Nine years, but less than 10 10 Ten years, but less than 11 11 Eleven years, but less than 12 12 Twelve years, but less than 13 13 Thirteen years, but less than 15 Fifteen years, but less than 16 Sixteen years, but less than 17 Seventeen years, but less than 18 Eighteen years, but less than 19 Nineteen years or more 20		
Two years, but less than 3  Three years, but less than 4  Four years, but less than 5  Five years, but less then 6  Six years, but less than 7  Seven years, but less than 8  Eight years, but less than 9  Nine years, but less than 10  Ten years, but less than 11  Eleven years, but less than 12  Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  19	Less than 1 year	1
Three years, but less than 4  Four years, but less than 5  Five years, but less then 6  Six years, but less than 7  Seven years, but less than 8  Eight years, but less than 9  Nine years, but less than 10  Ten years, but less than 11  Eleven years, but less than 12  Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  19	One year, but less than 2	2
Four years, but less than 5  Five years, but less then 6  Six years, but less than 7  Seven years, but less than 8  Eight years, but less than 9  Nine years, but less than 10  Ten years, but less than 11  Eleven years, but less than 12  Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  15  Figure years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19	Two years, but less than 3	3
Five years, but less then 6  Six years, but less than 7  Seven years, but less than 8  Eight years, but less than 9  Nine years, but less than 10  Ten years, but less than 11  Eleven years, but less than 12  Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  19	Three years, but less than 4	4
Six years, but less than 7  Seven years, but less than 8  Eight years, but less than 9  Nine years, but less than 10  Ten years, but less than 11  Eleven years, but less than 12  Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  17	Four years, but less than 5	5
Seven years, but less than 8  Eight years, but less than 9  Nine years, but less than 10  Ten years, but less than 11  Eleven years, but less than 12  Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  19	Five years, but less then 6	6
Eight years, but less than 9  Nine years, but less than 10  Ten years, but less than 11  Eleven years, but less than 12  Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  10  11  12  Twelve years, but less than 13  13  Thirteen years, but less than 14  14  Fourteen years, but less than 15  Fifteen years, but less than 16  16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19	Six years, but less than 7	7
Nine years, but less than 10  Ten years, but less than 11  Eleven years, but less than 12  Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  10  11  12  12  Twelve years, but less than 13  13  Thirteen years, but less than 14  14  Fourteen years, but less than 15  15  Fifteen years, but less than 16  16  Sixteen years, but less than 17  17  Seventeen years, but less than 18  Eighteen years, but less than 19	Seven years, but less than 8	8
Ten years, but less than 11  Eleven years, but less than 12  Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  11  12  13  14  Fourteen years, but less than 15  15  Fifteen years, but less than 16  16  Sixteen years, but less than 17  17  Seventeen years, but less than 18  Eighteen years, but less than 19	Eight years, but less than 9	9
Eleven years, but less than 12  Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  12  13  14  Fourteen years, but less than 15  15  Fifteen years, but less than 16  16  Sixteen years, but less than 17  17  Seventeen years, but less than 18  Eighteen years, but less than 19	Nine years, but less than 10	10
Twelve years, but less than 13  Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  13  14  15  15  16  Sixteen years, but less than 17  17  Seventeen years, but less than 18  Eighteen years, but less than 19  19	Ten years, but less than 11	11
Thirteen years, but less than 14  Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  14  15  16  17  Seventeen years, but less than 17  18  Eighteen years, but less than 19  19	Eleven years, but less than 12	12
Fourteen years, but less than 15  Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  15  16  17  17  18  Eighteen years, but less than 18  19	Twelve years, but less than 13	13
Fifteen years, but less than 16  Sixteen years, but less than 17  Seventeen years, but less than 18  Eighteen years, but less than 19  19	Thirteen years, but less than 14	14
Sixteen years, but less than 17 17 Seventeen years, but less than 18 18 Eighteen years, but less than 19 19	Fourteen years, but less than 15	15
Seventeen years, but less than 18 18 Eighteen years, but less than 19 19	Fifteen years, but less than 16	16
Eighteen years, but less than 19	Sixteen years, but less than 17	17
	Seventeen years, but less than 18	18
Nineteen years or more 20	Eighteen years, but less than 19	19
ı	Nineteen years or more	20