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 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	18
Eighteen years, but less than 19	19
Nineteen years or more	20