

The minimum standard of amenities, as well as pay which the workers are willing to take have risen. In other words, the worker's expectations are now greater than they were formerly. The union tries to secure for the members additions of such fringe benefits as may secure a higher living standard for its members. To a large extent, this has meant the extension of many employment advantages to the manual class which for long had been enjoyed by the white-collar workers. It has also meant the introduction of new fringe benefits which benefit all members of the staff.

For instance, in the case of retrenchment the retrenched employee is given a redundancy benefit of one month's salary for each year of service. The redundancy benefit is not to be less than one and a half month's salary. This gives the employee some income while he searches for a new job. Further, the "last in, first out" basis gives security to members of the staff who have been employed for a longer time. This insistence for a seniority system eliminates favouritism by management when they consider retrenchment. Further, Mansfield & Co. Ltd., has agreed to give the retrenched employees first preference when it intends to engage new employees.

Cooper Brothers & Co., agreed that "in the event that a vacancy for a higher position shall arise in the firm, the Firm shall have regard to the existing employees and take due note of the seniority, qualifications, ability and service record of the Firm's employees before finally filling such vacancy" This denotes that senior employees would have the first preference in the event of a vacancy in a higher position, if they are

suitably qualified. Harper, Gilfillan & Co. Ltd. have consented to grant similar benefit to senior employees. However, it emphasises that "promotion is a function of management, and the Co. reserves the right to recruit from outside the Co."

By establishing a standard working week, employees have not only been able to curb exploitation by management, but also have been able to obtain overtime benefits which in some cases, results in a considerable addition to the monthly income.

The employees are now guaranteed an annual increment. It has become a sort of matter of "right" and he does not feel that he has to play up to his boss in order to get ahead.

The receipt of bonuses, which in some cases are specifically stated is another of those "rights" which the workers feel that they are entitled to. Insistence on a two-week paid annual leave is something which many firms and companies have never given prior to signature of a collective agreement.