

## SAN MARINO 1

### Protection of Labour

Act No. 7, respecting the protection of labour and of workers.  
Dated 17 February 1961. (*Bollettino Ufficiale della Repubblica di San Marino*, 16 March 1961, No. 2, p. 11.)

#### Title I. Industrial Associations

1. *Registration.* The organisation of industrial associations shall be unhindered.

Trade union associations and trade associations shall be registered at the Commissioner's Court (*tribunale commissariale*).

2. *Conditions of registration.* Registration shall not be carried out until the rules of the association have been publicly posted up (*ad valvas*) for 15 days. After the prescribed period for publication has been observed, any person who has sufficient grounds therefor may lodge an objection to registration within the ten days immediately following the period of publication.

Registration shall be subject to the condition that the rules of the association guarantee its internal organisation on democratic lines. The rules shall, *inter alia*, indicate expressly the purposes of the association, its head office, any conditions as to dependency on or union with other associations, conditions for admission to and withdrawal from membership, the manner in which contributions are fixed, the composition and powers of the organs of leadership (including the trade union committee having supervisory functions), the judicial representation of the association, the grounds for expulsion from the association and the rules for administering members' contributions and the association's assets. The rules shall also prescribe: that registered members, irrespective of the amount of their contribution, shall have no rights over any profits or interest on investments acquired by the association, and that on the liquidation of the association such profits or interest shall devolve to charitable or benevolent institutions in San Marino; that the organs of leadership shall be elected at least once every three years by secret ballot; and that the annual accounts of the association shall be approved by the General Assembly in April each year after being made public to the registered members a reasonable time beforehand.

3. *Legal personality of industrial associations.* Every registered industrial association shall have legal personality.

Every such association may sue and be sued and acquire movable and real or immovable property either by way of donation or for valuable consideration, so long as it observes the law in force.

To acquire real property it must first of all obtain the authorisation of the Council of the Twelve; in doing so it shall be exempt from the tax prescribed in Part XXXIV of the Third Book of Statutes, as subsequently amended by section 9 of the Act of 18 June 1868, by section 5 of Act No. 11 of 14 March 1918, and by Decree No. 53 of 17 September 1946.

4. *Definitions and prescribed numerical strength.* For the purpose of this Act "trade union association" or "trade union" shall mean the Confederation of Labour or a workers' union; "trade association" shall mean an employers' association or employers' union.

Trade union associations or trade unions shall not be registered unless they cover at least six categories of workers and have at least 500 registered workers.

Employers' associations or unions must, for the purposes of registration, cover at least eight categories or have at least 100 registered members satisfying the necessary conditions.

5. *Annulment of registration.* Failure to observe the conditions laid down in sections 2 and 4 either before or after registration shall entail, if an application to this effect is made, annulment of registration and also, if the labour judge upholds the application, cancellation of legal personality.

## **Title II. Labour Disputes**

6. *Permanent conciliation board.* Individual and collective labour disputes may be brought before a permanent conciliation board of an advisory nature composed of four members and a chairman, who shall remain in office for the entire duration of each legislature.

Appeals may be brought before the "Commissioner of the Law," acting as labour judge, against decisions of the board; the Commissioner shall make a final decision on the matter according to the summary procedure.

The representatives of the trade unions and the defendants shall be entitled to state their case at the appeal hearing.

7. *Tax exemption.* All documents connected with the procedure referred to in the preceding section, including those connected with the execution of decisions, shall be exempt from all legislation and stamp duty.

## **Title III. Contract of Employment**

8. *Contract of employment.* A contract of employment entered into collectively between registered workers' unions and registered employers' unions shall have the force of law.

The fundamental provisions of such contracts shall likewise govern, by analogy, relations of a personal and domestic nature which are not covered by the particular stipulations of the collective agreement.

A collective agreement shall, under pain of nullity, be drawn up in writing and made public; for this purpose, a copy of every such contract shall be lodged at the office of the clerk of the court and published in the official gazette or a similar publication.

9. *Extension of validity of a contract.* The provisions of a collective agreement made between a workers' union and an employers' union shall be compulsorily applicable to every person belonging to the categories covered by the said agreement.

In the case of overlapping of two or more agreements, the more favourable clauses shall apply to the workers.

A collective agreement shall continue to take effect even after its expiry until such time as a fresh collective agreement has been made.

10. *Stipulations contained in the collective agreement.* Every collective agreement shall stipulate the minimum rate and mode of remuneration, hours of work, rules concerning recruitment and trial period, rules concerning works committees, conditions for and mode of revising the contract, amendment or denunciation of the agreement or any part thereof.

11. *More favourable clauses.* The contract of employment may stipulate, with respect to the workers, more favourable conditions than those prescribed by the rules normally applying to the activity concerned.

12. *Duration of contract of employment.* The contract of employment may be made for a fixed period or for an unspecified period of time. The contract shall be presumed to be for an unspecified period of time when its duration is not indicated by the particular nature of the employer-employee relationship or in any written document.

If the worker continues to work for the employer after the expiry of the contract of employment and the parties do not manifest any contrary intention, the contract shall be deemed to have been made for an unspecified period.

A contract of employment for an unspecified period may be terminated at the wish of either of the parties, in the manner prescribed in the contract.

13. *Trial period.* The length of the trial period shall be specified in the contract of employment. In no case shall it exceed six months.

During the trial period either of the parties may denounce the contract without incurring any obligation to give notice or to pay

compensation. As soon as the trial period has come to an end, the worker's appointment shall become absolute and all work performed shall be valid in the eyes of the law as regards all legal effects.

**14. Remuneration and modes of payment.** Workers' remuneration may be paid on a time or on a piece-work basis, according to the requirements of the work. Every contract shall stipulate the minimum guaranteed rate of remuneration by time for every category covered by the contract. The rates of remuneration for piece work, based on the normal working capacity of the average worker, should enable the worker to earn a minimum remuneration of 10 per cent. more than the basic wage.

The remuneration may be calculated in part or as a whole, including sharing in profits or protection, commissions or benefits in kind. In the latter case, the stipulation shall not be valid if the average amount of the payments in kind for a whole year is not equal to the basic wage prescribed for the category.

The remuneration shall be paid periodically by pay packet or envelope at least one every fortnight in the case of manual workers and at least once a month in the case of technicians, intermediary staff and salaried employees. In the case of remuneration for piece work or based on the system of sharing in profits or protection, the worker may be paid by way of two-monthly or monthly instalments. If there is no agreement between the parties, the remuneration shall be fixed by the labour judge, after consultation with the trade union associations.

**15. Equal pay for equal work.** For equal work women shall be paid a wage equal to that paid to male workers.

**16. Hours of work.** Hours of work shall not exceed 48 a week (eight a day) for workers as a whole, or 44 a week in the case of salaried employees.

Applications for permission for overtime work shall be submitted to the Labour Inspectorate, which shall grant permission for not more than two hours a day.

Overtime work shall be paid for at time-and-a-quarter rates.

Wherever, in exceptional circumstances, a wage earner is called upon on Sundays or holidays with the prior authorisation of the Labour Inspectorate to work he shall be paid at double-time rates.

Time-and-a-quarter shall be paid in respect of night work between 10 p.m. and 6 a.m. in the case of normal work, time-and-a-half in the case of exceptional work, and an increase of 15 per cent. in the case of shift work. Treble time shall be paid in respect of work on the national holidays referred to in section 21.

It is unlawful to give time off to compensate for overtime.

Every violation of these provisions shall be punishable by a fine of not less than 5,000 and not more than 50,000 lire.

**17. Casual work.** The preceding section shall not apply to categories of workers engaged in domestic or casual work, work merely requiring the worker's presence and seasonal work, according to Schedule A: Provided that the hours of work shall not exceed 72 a week (12 a day) for these categories.

**18. Weekly rest and holidays.** Workers shall be entitled to weekly rest on Sundays; the weekly rest may, exceptionally, be taken on another day of the week where this is made necessary by a rota system or the requirements of the work. Workers shall furthermore be entitled to rest on the civil and religious holidays prescribed by the Grand General Council (in the case of state employees and employees of public undertakings) or by decision of the trade unions, as indicated in an annual calendar (in the case of workers in the employ of private employers).

The duration of the rest period shall be 24 consecutive hours.

The limitations under this section prescribed in sections 16 and 17 shall not apply to heads of undertakings nor to persons in supervisory posts.

**19. Annual leave.** All workers shall also be entitled to annual leave with pay, as indicated in Schedule B.

The period of annual leave shall, so far as possible, be continuous.

The time of year when the annual leave may be taken shall be fixed by agreement between employer and the worker, account being taken of work requirements and other circumstances applying.

Entitlement to annual leave cannot be waived.

**20. Christmas bonus.** At Christmas every worker shall be entitled, by way of bonus, to an extra month's wages, if he is a salaried or intermediary employee, or to an extra 200 hours' wages if he is a wage earner (this includes all additions to the wage, but not family allowances and moneys paid by way of reimbursement).

If the worker is recruited after the first day of January or dismissed before the Christmas bonus is paid, in the case of a casual or temporary worker, the bonus shall be calculated as one-twelfth of the remuneration payable in respect of the work actually performed in the course of the year (in the case of a salaried employee), or one-twelfth of the remuneration in respect of the number of weeks worked, i.e. four hours' wages in respect of each week, (in the case of a wage earner). In making the above calculations, all periods during which the worker was wilfully absent from work shall be deducted.

**21. National holidays.** On national holidays, viz. 5 February, 25 March, 1 April, 1 May, 28 July, 3 September, 1 and 14 October

(unless any of these days falls on a Sunday), workers shall be entitled to an entire day off with full pay.

Section 16 shall apply to wage earners who have to work on the above-mentioned holidays.

**22. *Marriage leave.*** A worker shall be entitled to 15 days paid leave on the occasion of his marriage.

**23. *Accidents, sickness, pregnancy, confinements.*** In the case of incapacity for work as a result of an accident or sickness, a worker shall be entitled to reinstatement in his employment at the end of the necessary period of absence, subject to a limit of 180 days. In the case of maternity leave (pregnancy and confinement) the necessary period of absence shall be 150 days, i.e. three months preceding the presumed date of the confinement and two months following that date.

In the case of an employment injury, the duration of the above-mentioned period shall be increased to one year if the incapacity is prolonged.

The period of absence from work due to one of any of the above reasons shall be taken into account as regards entitlement to all the worker's rights except the Christmas bonus.

**24. *Absence from work with pay.*** A woman worker who returns to her job in the course of the two months following her confinement shall be entitled to leave her work for a total of two hours a day in order to nurse her infant, without any loss of wages. She shall also be entitled to leave her work for two hours a day, but without entitlement to wages, in the subsequent months until the infant has been weaned.

#### **Title IV. Conditions of Work**

**25. *Physical and moral protection of the worker.*** The employer shall be bound to adopt all the necessary measures in the running of his undertaking to protect the physical well being and personality of the workers, according to the nature of the work, experience and technical means employed.

Special enactments shall be made with respect to the above matters.

The employer shall likewise adopt the necessary measures (and see that they are applied) to safeguard industrial health as regards the work itself and the workplace and the rational nature of the plant, observing the special legislation applicable.

**26. *Works committees.*** All workers shall be entitled to organise and be represented by works committees in the undertakings where they are employed. The rules for the working of these bodies shall be drawn up in accordance with the trade union agreements.

**27. Right to strike.** The right to strike is recognised. The exercise of the right to strike shall be governed by law.

**28. Apprenticeship.** Apprenticeship shall be the subject of a special Act.

**29. Workers' obligations.** Every worker must be punctual and diligent in his work; he shall be bound to obey the instructions given to him for the execution and organisation of the work, and to respect the technical and administrative hierarchy.

It is forbidden for any worker to compete with his employer in carrying on a trade or occupation for himself or on behalf of a third party, or to impart information respecting the organisation or methods of production of the undertaking, or to make use of such information in any other way.

**30. Disciplinary measures.** Failure to observe the provisions of the foregoing section and any other negligence or misdeed connected with the work or having direct and negative repercussions on the same may entail, according to the gravity of the infringement, one of the following disciplinary measures:

- (a) verbal reprimand;
- (b) warning;
- (c) severe reprimand;
- (d) temporary suspension from employment;
- (e) dismissal;
- (f) summary dismissal.

The last-mentioned disciplinary measure shall be imposed only for extremely serious misconduct, for instance making it impossible for the employer-employee relation to continue even temporarily; imposition of this disciplinary measure shall involve loss of entitlement to prior notice and payment on termination of service.

In the case of misconduct sufficiently serious to warrant the immediate imposition of one of the disciplinary measures prescribed in (d), (e) and (f) (in which case the works committee must be consulted each time), the principle of graduation shall be observed in the imposition of disciplinary measures in respect of successive breaches of discipline, the lighter disciplinary measure being imposed first of all and the heavier penalties afterwards, in the above order.

**31. Work performance.** Every worker must be assigned to the work for which he was engaged. An employer shall be entitled, however, taking into account the requirements of the undertaking and after consulting the works committee, if there are no stipulations to the contrary, to transfer the worker to some other type of work, but only if such transfer does not cause any reduction of the worker's total remuneration or any appreciable change in his circumstances.

**32. Fines.** Any person found guilty of a breach of the provisions of this Title shall be liable to a fine of not less than 3,000 and not more than 50,000 lire.

#### **Title V. Cessation of the Employer-Employee Relationship**

**33. Termination of the contract.** Neither party shall terminate a contract of employment made for an unspecified period, except in the case referred to in section 30 (*f*), without giving notice of such termination or paying compensation in lieu of notice in the manner prescribed in Schedule C. This provision shall apply equally in the case of interruption or restriction of the activity of the undertaking or the closing down of the latter, or bankruptcy. The long-service bonus shall be paid even in the case of the worker's death.

**34. Long-service bonus.** In addition to the right conferred by the preceding section, the worker shall be entitled in every case except that of summary dismissal to a long-service bonus calculated according to Schedule D.

**35. Calculation of bonus and compensation.** The bonus and compensation referred to in the preceding sections shall be payable as part of the last remuneration; in calculating them, account shall be taken of commissions, output bonuses, profit-sharing, sharing in production and any other regular payments, but excluding any money paid by way of reimbursement of costs incurred and family allowances.

If the worker is paid wholly or partly on a commission basis, or on the basis of output bonuses, profit-sharing or sharing in production, such bonuses or sharing shall be calculated on the average remuneration throughout the last year of employment or the entire period of employment if this is less.

**36. Tax exemption.** All moneys paid in lieu of notice shall be exempt from income tax and social security tax.

**37. Transfer of undertaking and internal change.** In the case of transfer to another owner or an internal change in the undertaking, where the previous owners have not paid the sums referred to in the foregoing sections, the transferees or persons who have become the new owners of the undertaking as a result of the internal change must, unless they intend to reinstate the workers with all the rights to which they are entitled, fulfil the obligations of the previous owners towards their employees.

#### **Title VI. Welfare and Assistance**

**38. Compulsory welfare contributions.** Both employers and workers shall be bound to pay the contributions provided for in

the special Acts respecting assistance and welfare in the case of accident, sickness, invalidity and old age, pregnancy, confinement and unemployment, in the amounts laid down in the said Acts.

Such contributions shall be in proportion to the earnings, salary, wages or remuneration.

The fact that a private system of insurance is stipulated for, even if the cost of such system is entirely defrayed by the employer, shall not exonerate the employer and the workers from paying the said contributions.

Assistance and welfare benefits shall be payable to workers, irrespective of whether the employer has paid the required contributions or not. Where the employer has failed to pay the said contributions, he must make good any loss caused by his omission, without prejudice to his liability to the penalties laid down in the legislation covering the matter.

The same obligation shall rest with the owner of the land in the case of contributions payable by tenant farmers and by agricultural workers employed by the owner of the land for the purpose of cultivating the land.

In the case of agricultural work paid for on a piece-work basis, the obligation to pay the contributions shall rest with the employer.

**39. Certificate on termination of employment.** On cessation of the employer-employee relationship, on any grounds whatsoever, the employer shall be bound to deliver to the worker a certificate in respect of the work accomplished by him, and setting forth the duration of employment and the nature of the work performed.

**40. Waiver and friendly agreement.** Every friendly agreement involving the waiver of the remuneration to which the worker is entitled by law or by virtue of a collective agreement or any agreement to alter the amount of such remuneration shall be null and void. Proceedings to have the agreement annulled shall be statute barred if they are not commenced three months following the termination of the employer-employee relationship or the date of the waiver or friendly agreement, if such waiver or agreement took place after the employer-employee relationship came to an end. The action for annulment shall be brought before the permanent conciliation board or before the labour judge in accordance with the provisions of section 2.

#### **Title VII. Placement**

**41. Placement office.** The placement office shall be bound to find employment for workers in the manner prescribed by this Act.

**42. Obligation to engage workers through the office.** Employers shall engage all their workers through the placement office.

For the purpose of engaging skilled workers for special tasks, the employer shall be entitled to choose from the names of skilled workers belonging to the appropriate category: Provided that the employer has obtained the prior approval of the placement office.

The placement office shall deal with all applications within the five days following their receipt.

The central offices of trade union and political organisations and the offices of persons carrying on a liberal profession shall be exempt from the application of the above provisions, but must inform the placement office of any engagement within the following ten days.

**43. Registration.** All employment seekers, both salaried employees and wage earners, shall have their names entered on the lists at the placement office.

The registration shall be carried out by the office, which shall note the date of deposit of the application for registration; the lists shall be divided into occupational categories and branches of activity.

Placement shall be carried out by order of priority fixed by the placement board, except in the case provided for in the preceding section.

**44. Employers' declaration in the case of dismissal or termination of the contract.** The employer must notify the placement office within 48 hours of the dismissal of any worker or of the fact that any worker has left his service.

**45. Sanctions.** Every employer who infringes the provisions of sections 42 and 44 shall be liable to a fine of not less than 5,000 and not more than 30,000 lire in respect of every worker he engages without notifying the office, in breach of the obligations imposed on him.

Any worker who neglects to register with the placement office and accepts employment without the intervention of the office shall be liable to a fine of not less than 500 and not more than 3,000 lire.

All fines shall be payable to the Assistance and Welfare Office.

**46. The placement board.** The placement office shall be managed by a board composed of a chairman and six members appointed by the Grand General Council. A representative of each employers' and workers' organisation properly registered and the director of the Agrarian Office shall also be members entitled to speak but not to vote.

The placement board shall be responsible for drawing up an order of priority in providing employment on the basis of applications received, account being taken, first of all, of the applicants' occupational skill and aptitude, the urgency of manufacturing requirements and the applicants' family circumstances.

47. *Work book.* Every worker, irrespective of the category to which he belongs, shall possess an individual work book, which shall be issued by the registry of births, deaths and marriages after consultation with the placement board.

The book, the pages of which must be numbered consecutively, shall indicate the bearer's marital status, the work category to which he belongs, and his occupational skill.

The employer shall be responsible for entering the following information in the work book: date of engagement and dismissal, amount of remuneration and any variations therein, amount of payment on termination of service and an indication of all periods of work performed in the service of any employer, either public or private. The work book may also contain a statement of any accidents in which the bearer was involved and any periods in which he was in receipt of assistance, indicating any social insurance benefits received.

48. *Insertions.* During all periods of employment the employer shall be responsible for the custody of the work book and for keeping it up to date.

On termination of the employment the work book, kept up to date, shall be lodged by the worker with the placement office, which shall keep it so long as the worker is unemployed, issuing in place of it a receipt which must be periodically submitted to the office to be stamped.

Every worker who fails to produce his receipt for stamping at the times ordered by the office shall have his name removed from the list of employment seekers.

49. *Penalties.* Every employer who neglects to make an exact entry in the book of the information required by section 47, or fails to take delivery of the work book at the commencement of the employer-employee relationship or violates the provisions of section 48 shall be liable to a fine of not less than 1,000 and not more than 10,000 lire in respect of each work book.

All undertakings shall be obliged—

- (1) to observe the instructions of the placement office respecting the engagement of workers, the notification of the engagement of staff of any category, and any changes in the staff employed by them;
- (2) to keep up to date all paybooks issued by the Institution and all other documents connected with the payment of remuneration of any kind to the said staff;
- (3) make returns on forms issued by the social security institution of all wages, salaries and benefits paid to their staff.

#### **Title VIII. The Labour Inspectorate**

50. *The Labour Inspectorate.* The Labour Inspectorate shall be responsible for the application of all legislation made for the protection of labour and workers.

The Labour Inspectorate shall report and prosecute all violations of the provisions of this Act and institute prosecutions before the competent judicial authorities.

**51. Register of undertakings.** A register of undertakings shall be set up in the Labour Inspectorate, in which all undertakings carrying on an activity in any manner on the territory of the Republic shall be registered and grouped according to their category.

**52. Compulsory registration.** Every company or body corporate falling within any of the following categories must be registered:

- (a) industrial, handicrafts, commercial or cultural undertakings;
- (b) concessionary undertakings providing public services;
- (c) banking, finance or insurance establishments;
- (d) supply or transport undertakings;
- (e) undertakings providing health services;
- (f) supplementary or ancillary undertakings to the above;
- (g) workers', producers' or consumers' co-operatives, *de facto* or recognised.

[*Undertakings' obligation to obtain a licence.*]

**53. Application for registration.** The Labour Inspectorate shall register the undertaking, at the request of the person concerned, the owner or the legal representative of the undertaking, after making sure that the said undertaking fulfils the conditions prescribed by law for the purposes of carrying on its proper activity. The registration must indicate the style of the business, the purpose and registered offices of the undertaking, any dependent companies or auxiliary establishments, the name of the private firm, joint-stock company or body corporate, the name of the legal representatives, directors, managers and agents of the company, mentioning the powers given to each respectively and, in appropriate cases, a brief synopsis of the articles of association.

The application for registration shall be submitted within the 15 days following the date on which the undertaking starts to operate.

In the case of workers', producers' and consumers' co-operatives, the information to be registered shall include the list of members and any changes taking place in membership.

**54. Changes in undertakings.** Every employer must notify the labour inspection service of any changes affecting the above information, within one month of any such change, for the purpose of modifying the information contained in the register of undertakings.

**55. Competence of labour court.** Every dispute respecting the obligation to register or respecting any refusal to comply on the part of an undertaking or respecting the classification of any undertaking shall be decided, on application by the person concerned, by the labour judge.

**56. Penalties.** Every employer who fails to observe the provisions set out in sections 52, 53 and 54 shall be liable to a fine of not less than 5,000 and not more 50,000 lire. In the case of a repeated offence the licence, authorising concession or permission to which the exercise of the activity of the undertaking is subjected, may be suspended or withdrawn.

**57. Workers' co-operatives.** All workers' and producers' co-operatives and similar institutions (including those which are worked exclusively by their own members) shall be bound, in order to fulfil their obligations to provide assistance and social welfare, to observe the requirements of this Act.

If the said co-operatives employ as wage earners persons other than their own members, they shall respect in full the rights and obligations prescribed by this Act with respect to the employer-employee relationship arising out of such employment.

**58. Provisions concerning public bodies.** All public administrative bodies and all bodies directly dependent upon them shall be bound to observe only the provisions respecting assistance and social welfare, the payment of remuneration for public holidays and the Christmas bonus, and to grant leave in proportion to the number of days worked, to the exclusion of any other charges and obligations imposed on employers by this Act.

**59. More favourable conditions.** If any worker is entitled to more favourable conditions under the existing contract (either individual or collective) or by custom he shall retain his right to such conditions.

**60. Commencement.** This Act shall come into operation on 1 April 1961.

#### Schedule A

##### CATEGORIES TO WHICH THE LIMITATION OF HOURS OF WORK DOES NOT APPLY, SUBJECT TO THE MAXIMUM DURATION PERMITTED BY SECTION 16 OF THIS ACT

(a) Workers engaged in activities connected with farming, including wage earners permanently employed by farmers, share farmers or tenant farmers.

(b) The worker's wife and relations by blood or marriage up to the third degree of kinship, living with the worker and supported by him. The maximum hours of work prescribed in section 17 of this Act shall not apply to this category of workers.

(c) Persons entrusted with the technical or administrative management of the undertaking or with a section of the latter and directly responsible for the smooth running of the same.

(d) Persons who work intermittently; supervisory and maintenance staff, such as:

1. custodians;
2. day and night watchmen;
3. porters;
4. messengers, doormen, lodge-keepers;
5. waiters, kitchen and service staff in hotels, restaurants and all other public establishments;
6. scalesmen, storekeepers and their assistants;
7. fire-fighting staff;
8. transport workers (passengers or goods);
9. supervisors who do not take part in the work;
10. staff of hospitals and health establishments (not including staff of isolation wards, staff entrusted with the care of the seriously sick in hospitals or of patients suffering from infectious or contagious illnesses);
11. shop workers;
12. persons whose work consists in the inspection or supervision of machinery for the pumping or distribution of drinking water;
13. persons whose work is connected with the heating, ventilation and humidification of public and private establishments;
14. staffs of health and sanitation services, dispensaries, ambulances, nursing establishments and public aid posts;
15. ladies' and gentlemen's hairdressers;
16. workers in electric power stations whose work consists in the inspection or supervision of machinery or transformation and distribution indicators, or the inspection and maintenance of power lines and plant;
17. workers in the highways maintenance department;
18. hotel workers whose duties bring them into contact with guests;
19. petrol station workers on the highways;
20. workers engaged in seasonal agricultural work, such as harvesting and threshing; ploughing, land reclamation and drainage by mechanical means; harvesting and silage of cattle fodder; grape harvesting.

#### Schedule B

#### ANNUAL HOLIDAYS WITH PAY

#### *Wage Earners*

1 to 3 years' service . . . . .	10 days a year
3 to 8 years' service . . . . .	12 " " "
8 to 15 years' service . . . . .	16 " " "
More than 15 years' service . . . . .	20 " " "

*Salaried Employees and Intermediary Staff*

1 to 2 years' service . . . . .	12 days a year
2 to 8 years' service . . . . .	18 " " "
8 to 12 years' service . . . . .	24 " " "
More than 12 years' service . . . . .	30 " " "

Where the employer-employee relationship is terminated before the worker has completed one year's service, his annual leave shall be calculated by units of one-twelfth of the number of months' service completed (in the case of all salaried employees or intermediary staff), or units of one-twelfth of the number of weeks' service completed (in the case of wage earners).

**Schedule C**

PERIOD OF NOTICE

*Wage Earners*

From 6 months' to 3 years' service . . . . .	1 week
„ 3 years' to 6 years' service . . . . .	2 weeks
„ 6 years' to 10 years' service . . . . .	3 „
More than 10 years' service . . . . .	4 „

*Salaried Employees and Intermediary Staff*

6 months' to 3 years' service . . . . .	1 month
3 years' to 6 years' service . . . . .	1½ months
6 years' to 10 years' service . . . . .	2 „
More than 10 years' service . . . . .	3 „

The period of notice shall be doubled in the case of employees in a higher grade (agents, managers and other managerial staff).

The period of notice of termination of the contract to be given by the worker shall be obtained by dividing by three the period of notice which the employer would have been obliged to give.

**Schedule D**

LONG-SERVICE BONUSES

*Wage Earners*

Up to a year's service . . . . .	5 days or 40 hours for each year
1 to 3 years' service . . . . .	7 " " 56 " " " "
3 to 10 years' service . . . . .	9 " " 72 " " " "
10 to 15 years' service . . . . .	11 " " 88 " " " "
More than 15 years' service . . . . .	14 " " 112 " " " "

*Intermediary Staff*

Up to 10 years' service . . . . .	15 days for each year
10 to 15 years' service . . . . .	20 " " " "
More than 15 years' service . . . . .	25 " " " "

*Salaried Employees*

Irrespective of length of service . . . 1 month for each year

The long-service bonus shall be doubled in the case of employees in a higher grade, agents, managers or other managerial staff. The bonus may be broken down into units of one-twelfth in the case of salaried employees and intermediary staff, or into units of one-fiftieth in the case of wage earners.

The amount of the daily remuneration of salaried employees, intermediary staff or any other staff paid by the month shall be obtained by dividing the monthly salary by 26.

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