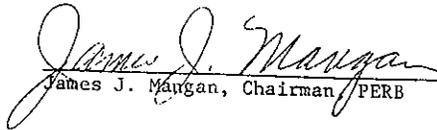
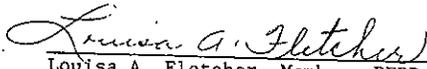
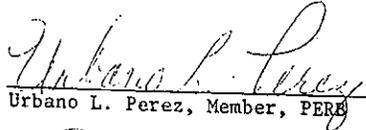
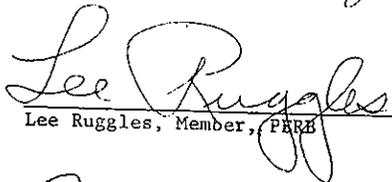


IT IS SO ORDERED THIS 22 DAY OF Sept, 1980, BY THE PUBLIC EMPLOYEE
RELATIONS BOARD.


James J. Mangan, Chairman, PERB


Louisa A. Fletcher, Member, PERB


Urbano L. Perez, Member, PERB


Lee Ruggles, Member, PERB


Art Veach, Member, PERB