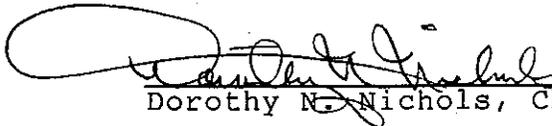


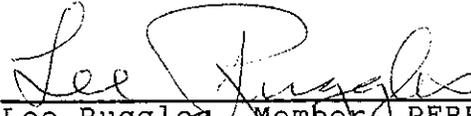
IT IS SO ORDERED THIS 19th DAY OF April, 1989, BY THE
PUBLIC EMPLOYEE RELATIONS BOARD.



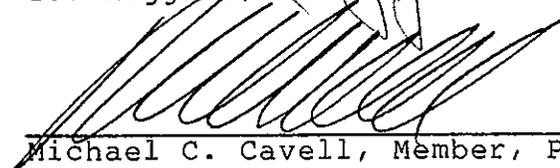
Dorothy N. Nichols, Chairman, PERB



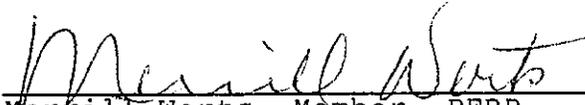
Art J. Veach, Member, PERB



Lee Ruggles, Member, PERB



Michael C. Cavell, Member, PERB



Merrill Werts, Member, PERB