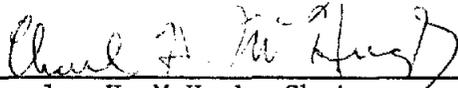


non-permanent status, or on a temporary, seasonal, on-call
or part-time basis pursuant to 21 VSA §1722(12).

Dated this 20th day of February, 1987, at Montpelier, Vermont.

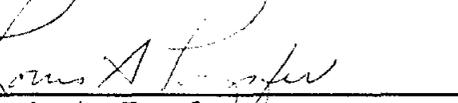
VERMONT LABOR RELATIONS BOARD



Charles H. McHugh, Chairman



Catherine L. Frank



Louis A. Toepfer