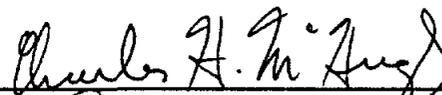


WHEREAS, the City of Burlington informed the Vermont Labor Relations Board that it was voluntarily recognizing the Burlington Patrolmen's Association as the exclusive bargaining representative of the petitioned-for employees:

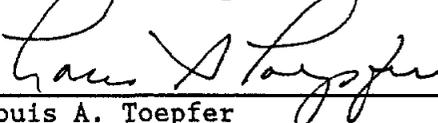
NOW THEREFORE, it is hereby ORDERED that the Burlington Patrolmen's Association is CERTIFIED as the exclusive bargaining representative of the employees classified as Patrol Officer I, Patrol Officer II, Patrol Officer III and Corporal employed by the City of Burlington Police Department.

Dated this 14th day of September, 1990, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD



Charles H. McHugh, Chairman



Louis A. Toepfer



Leslie G. Seaver