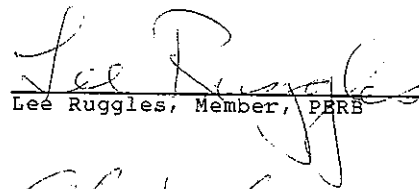


EXCLUDE: Supervisory and confidential employees as mutually determined by the parties and all other employees of the State of Kansas not specifically included above.

IT IS SO ORDERED THIS 21st DAY OF September, 1988 BY THE
PUBLIC EMPLOYEE RELATIONS BOARD.

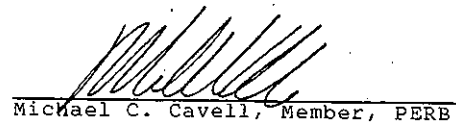
Dorothy N. Nichols, Member, PERB



Lee Ruggles, Member, PERB



Art J. Veach, Member, PERB



Michael C. Cavell, Member, PERB
