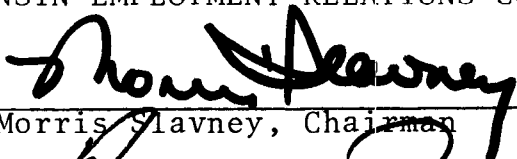


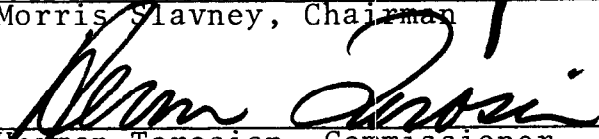
MEMORANDUM ACCOMPANYING
CERTIFICATION OF RESULTS OF ELECTION

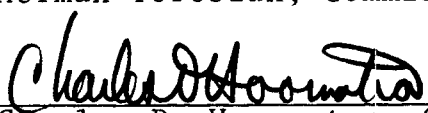
Pursuant to the provision in the collective bargaining agreement existing between the parties, a "fair-share agreement" would become effective provided two-thirds of the employees voting voted in favor of the "fair-share agreement", and further providing that said two-thirds constituted a majority of the employees in the unit. At least two-thirds of the employees voting voted in favor of the "fair-share agreement". Further, said two-thirds (23) constitutes a majority of the employees eligible (44). Therefore, the conditions for the implementation of the "fair-share agreement" have been met.

Dated at Madison, Wisconsin, this 31st day of March, 1977.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By 
Morris Slavney, Chairman


Herman Torosian, Commissioner


Charles D. Hoornstra, Commissioner