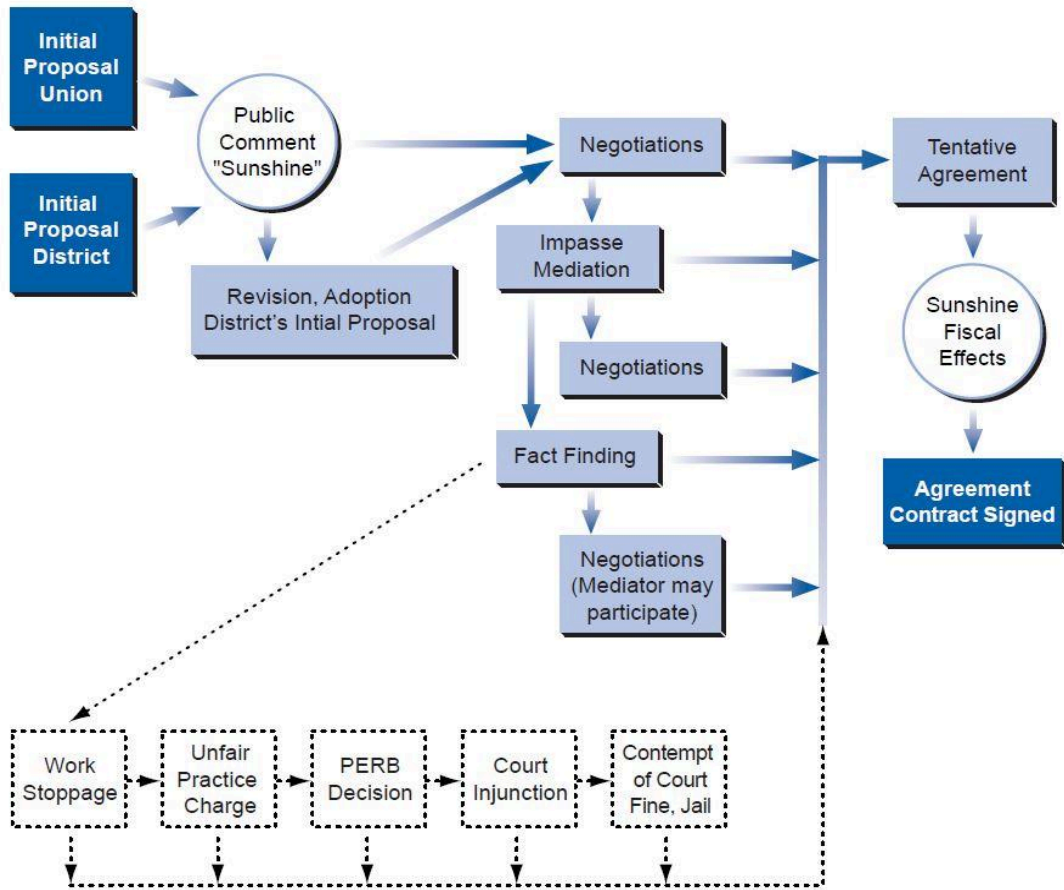


THE COLLECTIVE BARGAINING PROCESS



The dotted lines above indicate actions that occur when the process fails. An unfair practice charge can be filed at any time during negotiations.