

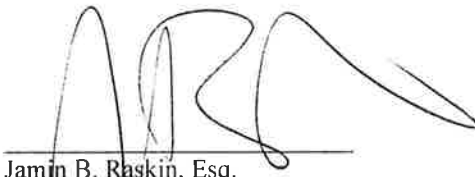
“All eligible **Non-Exempt** employees, as described in the federal Fair Labor Standards Act employed by the University of Maryland Eastern Shore, excluding managerial employees, supervisors, confidential employees as defined in regulations adopted by the University System of Maryland and the governing board of the University of Maryland Eastern Shore and all other statutory exclusions as prescribed by Title 3 of the State Personnel and Pension Article (2001 Supplement), Section 3-102(b)(9) and (10).”

**BY ORDER OF THE STATE HIGHER EDUCATION LABOR
RELATIONS BOARD**

Annapolis, Maryland
January 31, 2002



Karl K. Pence
Executive Director
State Higher Education Labor Relations Board



Jamin B. Raskin, Esq.
Chairman
State Higher Education Labor Relations Board