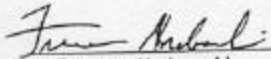


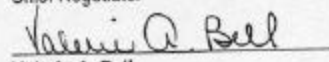
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UNIVERSITY OF MARYLAND  
BALTIMORE COUNTY

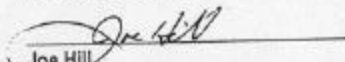
  
Dr. Freeman Hrabowski  
President, University of Maryland  
Baltimore County

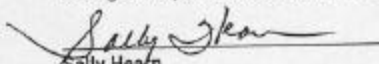
UMBC BARGAINING TEAM

  
Leslie R. Stellman  
Chief Negotiator

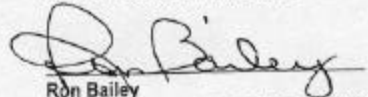
  
Valerie A. Bell  
Assistant Vice President,  
Human Resources  
University of Maryland  
Baltimore County


  
Elmer Falconer  
Assistant Director of Human Resources

  
Joe Hill  
Manager of Operations & Maintenance

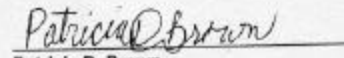
  
Sally Hearn  
Library, Office Supervisor III

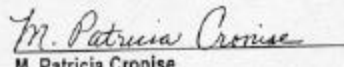
AMERICAN FEDERATION OF STATE  
COUNTY & MUNICIPAL EMPLOYEES

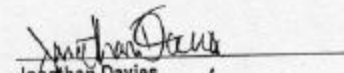
  
Ron Bailey  
Executive Director, AFSCME Council 92

  
Curt Ostrander  
Chief Negotiator  
American Federation of State, County &  
Municipal Employees

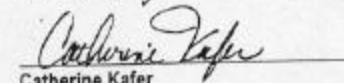
AFSCME LOCAL 1459 ELECTED  
NON-EXEMPT BARGAINING TEAM

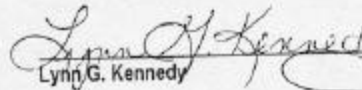
  
Patricia D. Brown

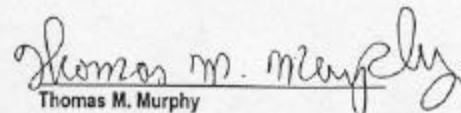
  
M. Patricia Cronise

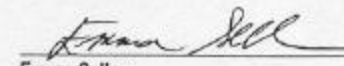
  
Jonathan Davies

  
Anthony Jackson

  
Catherine Kafer

  
Lynn G. Kennedy

  
Thomas M. Murphy

  
Emma Sellers

  
Stephen Slowe