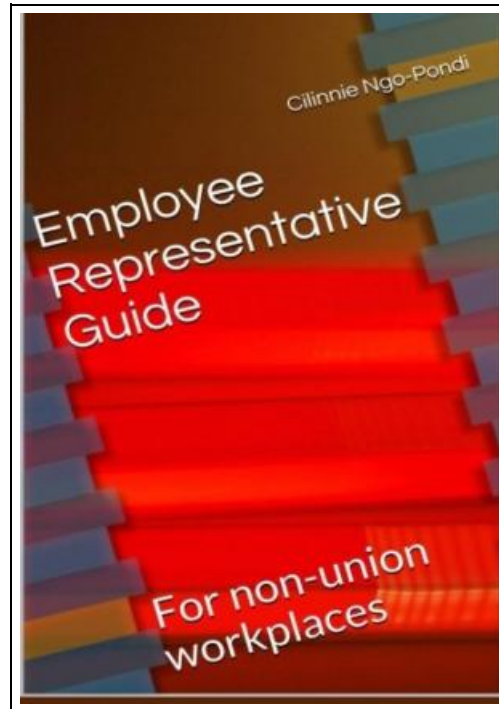


Employee Representative Guide: For Non-Union Workplaces



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(Cleta Doyle)

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