JUL. 8.1997 10:00AM P 1

FROM : Laborers' Local 109

PHONE NO. : 815 758 8614

als Agreement shall remain in full force and effect through April 30, 2000, and shall continue iter unless there has been sixty (60) days written notice, by registered or certified mail, by either Thereto of the desire to modify and amend this Agreement for negotiations. The EMPLOYER and & UNION agree to be bound by the area-wide negotiated contracts with the various Associations. icorporating them into this Memorandum of Agreement and extending this Agreement for the tife of the ewly negotiated contract, if not notified within the specified period of time.

The EMPLOYER acknowledges and accepts the facsimile signatures on this contract as if they ere the original signatures. The EMPLOYER further acknowledges receipt of a copy of the complete OLLECTIVE BARGAINING AGREEMENT.

V WTNESS WHEREOF, and in consideration of the mutual promises of the parties hereto, and other good and valuable consideration, this Memorandum of Agreement was entered into this lune 1897.

CCEPTED:

ABORERS' LOCAL UNION NO. 109

NORTH CENTRAL IL LABORERS' DISTRICT COUNCIL

(Federal Employer Identification Number)