

7. The parties agree that nothing herein is intended to nor shall it be construed as creating recognition of or bargaining with a multi-employer bargaining unit other than those already recognized by the Local Union and limited to the geographical jurisdiction of the Local Unions.

8. This Agreement shall remain in full force and effect through April 30, 2003, and shall continue hereafter unless there has been sixty (60) days written notice, by registered or certified mail, by either party hereto of the desire to modify and amend this Agreement for negotiations. The EMPLOYER and the UNION agree to be bound by the area-wide negotiated contracts with the various Associations, incorporating them into this Memorandum of Agreement and extending this Agreement for the life of the newly negotiated contract, if not notified within the specified period of time.

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

IN WITNESS 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 4 day of NOV 1999.

ACCEPTED:

LABORERS' LOCAL UNION NO. 165

BY: [Signature]
(Business Manager)

NORTH CENTRAL ILL LABORERS'
DISTRICT COUNCIL

BY: [Signature]
(Business Manager)

D & S CONSTRUCTION INC.

D & S Construction INC
(Contractor Name)

BY: [Signature]
(Name & Title)
Vice President

303 Heather Drive
(Address)

Heyworth, IL 61745
(City, State & Zip Code)

(309) 473-2733
(Telephone Number)

(Facsimile Number)

37138 0286
(Federal Employer Identification Number)

RECEIVED

NOV - 9 1999

NORTH CENTRAL ILL. LABORERS'
DISTRICT COUNCIL