

unless there has been sixty (60) days written notice, by registered or certified mail, by either hereto 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. 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 30th day of Sept. 1996.

ACCEPTED:

LABORERS' LOCAL UNION NO. 109

BY: David Taylor  
(Business Manager)

NORTH CENTRAL ILL LABORERS'  
DISTRICT COUNCIL

BY: John F. Penn  
(Business Manager)

E.W. Howell Co., Inc.

BY: Howard L. Rowland  
(Name & Title)

Howard L. Rowland, Exec. Vice President

2 Seaview Blvd. PO Box 2000  
(Address)

Port Washington NY 11050  
(City, State & Zip Code)

516-621-1100  
(Telephone Number)

516-621-4632  
(Facsimile Number)

11-2472190  
(Federal Employer Identification Number)

RECEIVED

OCT 08 1996

NORTH CENTRAL ILL. LABORERS'  
DISTRICT COUNCIL