

TO :  
FROM : Laborers' Local 109  
PHONE NO. : 18153380965

MAY 15 1996 6:32AM P 3  
PHONE NO. : 815 758 8614

...after 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 15 day of MAY 1996.

ACCEPTED:

LABORERS' LOCAL UNION NO. 109

BY: Daniel Taylor  
(Business Manager)

NORTH CENTRAL ILL LABORERS'  
DISTRICT COUNCIL

BY: John F. P...  
(Business Manager)

*Edmund M. Hayden Inc.*  
*Landscaping Contractor*  
*333 East Jackson Street*  
*Woodstock, Illinois 60098*

BY: Ken Hartshorn V.P.  
(Name & Title)

333 E. JACKSON ST  
(Address)

WOODSTOCK ILL 60098  
(City, State & Zip Code)

(815) 338-5357  
(Telephone Number)

(815) 338-0965  
(Facsimile Number)

36-3093500  
(Federal Employer Identification Number)

RECEIVED

MAY 20 1996

NORTH CENTRAL ILL. LABORERS'  
DISTRICT COUNCIL