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, 2019, unless either party shall desire a change or termination of this Agreement and shall file notice in writing, to be sent by registered or certified mail, between sixty (60) and ninety (90) days prior to the expiration of this or any subsequent agreement. The EMPLOYER and the UNION agree to be bound by the area-wide negotiated contracts with the various Associations incorporated into this Agreement and shall remain bound to the incorporated agreements extending this Agreement for the life of the newly negotiated contract, if not notified within the specified period of time. Provided further that any agreements incorporated under this Agreement shall remain in full force and effect until those agreements have also been properly terminated pursuant to the terms set forth in each of the incorporated agreements and UNION and EMPLOYER agree that this Agreement shall remain in full force and effect if the incorporated agreements have not been terminated prior to this agreement's expiration.

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 20th day of Feb, 2019.

ACCEPTED:

LABORERS' LOCAL UNION NO. 43

(Business Manager)

GREAT PLAINS LABORERS' DISTRICT COUNCIL

(Business Manager)

Goetz Concrete Construction Corp.
(Contractor Name)

Bjarne Sorensen Jr.
(Signature)

Bjarne Sorensen Jr. President
(Name & Title)

1409 N.E. 3rd Ave
(Address)

Milan, IL 61265
(City, State & Zip Code)

(309) 787-6242
(Telephone Number)

(309) 787-0780
(Facsimile Number)

36 266 8243
(Federal Employer Identification Number)