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

This Agreement shall remain in full force and effect through April 30, 2003, and shall continue ereafter unless there has been sixty (60) days written notice, by registered or certified mail, by either arty hereto of the desire to modify and amend this Agreement for negotiations. The EMPLOYER and e UNION agree to be bound by the area-wide negotiated contracts with the various Associations, corporating them into this Memorandum of Agreement and extending this Agreement for the life 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.

I WITNESS WHEREOF, and in consideration of the mutual promises of the parties hereto, and other ood and valuable consideration, this Memorandum of Agreement was entered into this Nov day of 21 19 2000.

CCEPTED:

ABORERS' LOCAL UNION NO. 996

David D. McBride
(Business Manager)

ORTH CENTRAL IL LABORERS' DISTRICT COUNCIL

Y: _____
(Business Manager)

SANCHEZ
(Contractor Name)

BY: Scott Pinciic
(Name & Title)

16309 Crawford
(Address)

Markham IL 60426
(City, State & Zip Code)

1708 333-1300
(Telephone Number)

(Facsimile Number)

(Federal Employer Identification Number)

DEC 12 2000
NORTH CENTRAL IL LABORERS DISTRICT COUNCIL