MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into by and between Driessen Construction Company, 418 S. 2nd St., St. Charles, Ill. 60174, its successors and assigns, hereinafter referred to as the "EMPLOYER", First Party, and Laborers INTERNATIONAL UNION OF North America Local No.109 hereinafter refered to as the "UNION", Second Party.

THIS AGREEMENT is made in consideration of the mutual promises of the First and Second Parties and the parties do hereby agree as follows:

1. The EMPLOYER recognizes the UNION as the sole and exclusive barganing representative for and on behalf of the employees of the EMPLOYER within the territorial and occupational jurisdiction of the UNION.

2. The Parties do hereby adopt the Master Agreement dated June 25, 1981 entered into by and between the UNION and the Northern Illinois Building Contractors Association, Inc. and the parties do hereby mutually agree to be bound by the terms and conditions of that Master Agreement and the Agreement and Declaration of Trust of the Central Laborers Pension and Welfare Fund, and all amendments heretofore or hereafter made thereto, as though the same were fully incorporated herein.

3. This Agreement and the adoption of the Master Agreement and the Agreements and Declarations of Trust refered to in paragraph 2 above, shall be effective as of June 21, 1982, and remain in effect to and including the expiration date of the Master Agreement adopted herein. This Agreement shall continue in effect from year to year thereafter and specifically adopt any Master Agreement entered into between the Union and Northern Illinois Building Contractors Association, Inc. subsequent to the expiration date of the Master Agreement herein adopted unless notice of termination or amendment is given in the manner provided herein.

4. Either Party desiring to amend or terminate this Memorandum of Agreement must notify the other in writing at least three (3) calendar months prior to the expiration of the Master Agreement adopted herein.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Agreement the 21 day of June, 19 82

Driessen Construction Co.
~~418 2nd St.~~ 36W886 Dean St.
St. Charles, Il 60174
Employer
312/584-0295

By W F Driessen

President
Title

Laborers International Union of North America
Local No. 109

By Larry Lambert
Larry Lambert, Business Manager
Labor Local 109
430 N. 14th St., DeKalb, Ill 60115