SIDE LETTER
PER DIEMS AND AFFORDABLE CARE ACT

If the Affordable Health Care Act requires the University to provide medical benefits to Per Diem employees, the University shall adjust the per diem rate to off-set additional employer costs. The University shall meet and discuss with AFSCME over proposed changes to per diem rates, as a result of providing these benefits. Per diem rate offsets shall reflect the actual costs of providing benefits not to exceed 20% of the per diem rate. Should the rate change be over 20%, the University shall meet and confer with AFSCME.

FOR THE UNIVERSITY

Nadine Baron Fishel

Date: 3-22-14

FOR THE UNION

Seth Newton Patel

Date: 3-22-14