

**SIDE LETTER AGREEMENT**

**Article 4: Positions and Appointments – Per Diems**

If the Affordable Care Act (ACA) requires medical benefits to be offered to per diem employees by the University, the per diem salary rate will be adjusted to off-set the additional employer cost for those per diem doctors. The University shall notify UAPD at least forty-five (45) days before any such rate adjustment, and shall meet and discuss the proposed changes to per diem rates upon the Union's request.

For the University

For the UAPD

  
\_\_\_\_\_ 3-19-15

Peter Chester  
Director, Labor Relations

Date

  
\_\_\_\_\_ 3/19/15

Jeff Duritz  
Chief Negotiator

Date