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SIDE LETTER

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PER DIEMS AND AFFORDABLE CARE ACT

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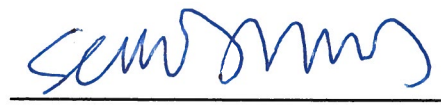
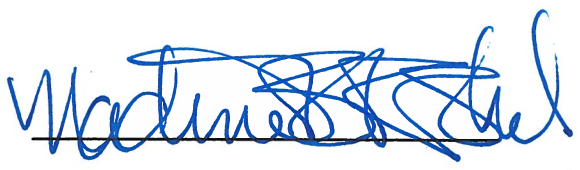
If the Affordable Health Care Act requires the University to provide medical benefits to Per Diem employees, the University shall adjust the per diem rate to off-set additional employer costs. The University shall meet and discuss with AFSCME over proposed changes to per diem rates, as a result of providing these benefits. Per diem rate off-sets 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.

RC



FOR THE UNIVERSITY

FOR THE UNION

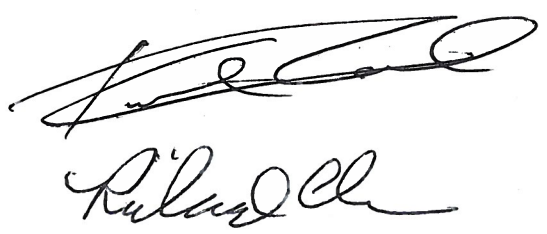


Nadine Baron Fishel

Seth Newton Patel

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