

maricruz
(E)

G.P.B

(B)

my bank
Pm
K.A.
H.A.

A.W.B
P.A.

SIDE LETTER

PAID TIME OFF PROGRAMS

No later than the first full quadri-weekly cycle following July 1, 2014, the University will move employees currently on PTO programs to sick leave and vacation leave programs at the applicable medical centers.

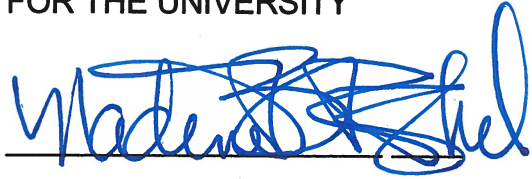
The conversion will occur in accordance with local procedures at each medical center as follows:

1. Each employee's PTO bank as of the quadri-weekly cycle before the above effective date will be transferred/converted to the employee's Vacation bank.
2. Each employee's ESL/EST bank as of the quadri-weekly cycle before the above effective date will be transferred/converted to the employee's Sick leave bank.

For the period between the date of this agreement and the above effective date, pursuant to the UCRP Plan Regulations, ESL/EST may be converted to retirement service credit upon retirement.

(RPN)

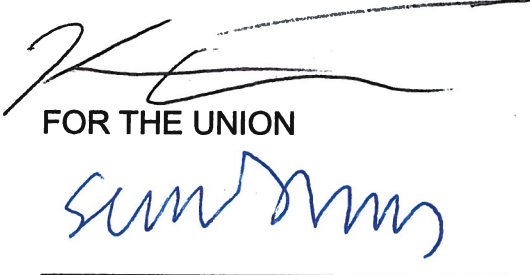
FOR THE UNIVERSITY



Nadine Baron Fishel

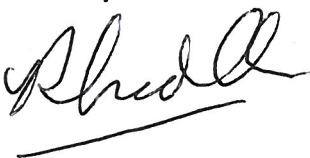

3/22/14
Date

FOR THE UNION



Seth Newton Patel

3/22/14
Date

(B)

R.P.

RC

D.J.