

Handwritten notes at top: "G.P.B", "from", "Mairon", "RC", "SIDE LETTER", "FA", "C", "G.P.B", "from", "Mairon", "RC".

PER DIEMS AND AFFORDABLE CARE ACT

Handwritten notes on left: "AM", "AM", "AM".

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.

FOR THE UNIVERSITY

FOR THE UNION

Handwritten signature of Nadine Baron Fishel.

Handwritten signature of Seth Newton Patel.

Nadine Baron Fishel

Seth Newton Patel

Date 3-22-14

Date 3/22/14

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Handwritten "20".

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