

**APPENDIX E
SIDE LETTER AGREEMENT
UNIVERSITY BENEFITS**

UNIVERSITY OF CALIFORNIA

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**SIDE LETTER AGREEMENT
BETWEEN THE UNIVERSITY OF CALIFORNIA AND THE
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
(AFSCME)
REGARDING UNIVERSITY BENEFITS**

The University and AFSCME have entered into this Side Letter regarding the language of the University Benefits article for the Patient Care Technical (PCT) unit and the Service (SX) unit.

During the 2001 successor negotiations for the units referenced above, the University proposed language for the University Benefits article. Changes in definitions or terms, such as a change from “dependents” to “family”, were intended to reflect current language used in benefit plans and University communications, and were not intended to change current eligibility for benefits.


By accepting the proposed language, it is the intention of the University and AFSCME that the benefits which are currently provided by the plan documents will not be changed by virtue of the contract language adopted by the parties during the successor negotiations of 2001, and any benefit changes will continue to be subject to the provisions of the contract language of Article 4, Benefits, describing the University's rights to change benefits.

If the terms in the proposed University Benefits language conflict with the terms that are currently in the plan documents, the plan document is controlling.

Date: 12/21/01

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