

**Previously Effective 3/23/08 – 9/30/08**  
**UCRP SIDE LETTER**  
**OCTOBER 2007 – SEPTEMBER 30, 2008**

For bargaining unit nurses covered by this agreement the following will apply from March 23, 2008 through September 30, 2008:

1. the benefit structure of the UCRP and the benefit structure of the Defined Contribution Plan will remain unchanged;
2. There will be no employee contributions to the UCRP (other than for the purchase of service credit)
3. There will be no changes to the University's Retiree Health Program, except to the extent required by law

On Behalf of the University

On Behalf of CNA

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Gayle Saxton

date

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Beth Kean

date

