



Los Angeles Unified School District

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Chief Labor Negotiator

May 13, 2014

Warren Fletcher, President
United Teachers Los Angeles
3303 Wilshire Blvd., 10th Fl.
Los Angeles, CA 90010

Dear Warren:

The purpose of this side letter Agreement is to align the requirements of the Patient Protection Affordable Care Act (ACA) with Adult Education employee eligibility rules for health benefits with corresponding language on this subject.

The ACA mandates that coverage under a group health plan be made available to "otherwise eligible" employees and their dependents no later than 90 calendar days from an employee's eligibility date. To ensure compliance with the ACA, the following shall apply:

Effective immediately, the "enrollment year" referenced in Article XVI, Section 3.0d of the UTLA Collective Bargaining Agreement for employees who attain eligibility for benefits will be changed from "January through December" to "September through August" through the terms of this side letter.

All other eligibility requirements of collective bargaining agreement will remain the same. The applicable language contained in this side letter shall be incorporated into the next successor contract revision.

Sincerely,

Vivian Ekchian
Chief Labor Negotiator

SO AGREED: Warren Fletcher
Warren Fletcher, UTLA

DATE: 6/19/2014