



## ***Los Angeles Unified School District***

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**JOHN BOWES, Ed. D.**  
*Director, Office of Labor Relations*

March 21, 2013

Tom Beatty, Chair  
Health Benefits Committee  
450 E. Carson Plaza Drive, Suite A  
Carson, CA 90746

Dear Tom:

The purpose of this side letter Agreement is to align the Early Start Calendar with substitute employee eligibility rules for health benefits for units that make up the Health Benefits Committee with corresponding language on this subject.

To ensure that these employees are given the same opportunity to maintain their health benefits under the Early Start Calendar as provided by previous calendars, the following shall apply:

Effective immediately, the "enrollment year" referenced in the respective collective bargaining unit agreements for employees who attain eligibility for benefits pursuant to the Article and Sections listed below will be changed from "October through September" to "September through August" through the terms of this side letter in the applicable Health and Welfare Article provisions:

<u>Unit</u>	<u>Collective Bargaining Agreement Article and Section</u>
Unit A	2008-2011 Collective Bargaining Agreement, Article XIV, Section 3.0b
Unit B	2008-2011 Collective Bargaining Agreement, Article XIV, Section 3.0b
Unit C	2008-2011 Collective Bargaining Agreement, Article XV, Section 3.0b
Unit D	2011-2014 Collective Bargaining Agreement, Article XIII, Section 3.0b
Unit E	2008-2011 Collective Bargaining Agreement, Article XIV, Section 3.0b

Unit H	2005-2008 Collective Bargaining Agreement, Article XV, Section 3.0b
Unit J	2012-2015 Collective Bargaining Agreement, Article XV
Unit S	2008-2011 Collective Bargaining Agreement, Article XV, Section 3.0b
AALA	Not applicable
UTLA	2008-2011 Collective Bargaining Agreement, Article XVI, Section 3.0b

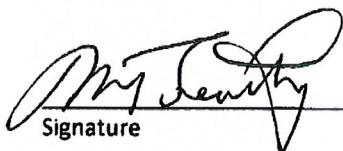
All other eligibility requirements in these collective bargaining agreements will remain the same. The applicable language contained in this side letter shall be incorporated into each unit's next successor contract revision.

Very truly yours,



John Bowes, Ed. D., for the Los Angeles Unified School District

Tom Beatty, for the Health Benefits Committee

  
Signature

3/26/13  
Date

cc: Betty Forrester, Co-Chair  
Jesus Quinonez  
Janice Sawyer  
David Holmquist  
Alex Molina  
Dick Fisher  
Michelle King