SIDE LETTER REGARDING HEALTH CARE

Renew side letter for the duration of the new contract (currently proposed by the University as a 6-year contract) as follows:

Flexible Spending Account (FSA)

The University will contribute $275 to FSAs for all unit members enrolled in a Harvard University medical plan for calendar years 2027, 2028, 2029, 2030, 2031 and 2032. Those contributions will be effective January 1 of each year.

[remainder of language unchanged except that Supplemental Health and Welfare Fund language will be modified to reflect the following:

2027 $50,000

2028 $50,000

2029 $50,000

2030 $50,000

2031 $50,000

2032 $50,000]