

***The Hospital proposes the following side letter***

**Proposed New Side Letter**

**Marchel Smiley  
Secretary/Treasurer  
SEIU Local 722  
1673 Columbia Road NW, Suite 100  
Washington, DC 20009-3699**

**Re: Children's Hospital – Laboratory Associates**

**Dear Mr. Smiley:**

**This confirms the parties' agreement regarding the Laboratory Associate positions in the Clinical Support Services area of the Laboratory. Effective July 1, 2009\*, the Hospital will:**

- Create a Laboratory Associate I and Laboratory Associate II classification.**
- Laboratory Associate II will be at grade level U15.**
- Senior Laboratory Associates will be moved from a grade of U16 to U17.**
- As with other positions, the Hospital retains the right to determine the number of employees it will have in each job classification, except that the two individuals in the Laboratory Associate I position who are presently performing registration duties will automatically be placed in the Laboratory Associate II position.**
- By way of illustration but not limitation, individuals holding the Laboratory Associate II position will be responsible for performing registration duties, among other duties, and Senior Laboratory Associates will be responsible for performing registration and instruction duties, among other duties.**
- Concurrent with the implementation of the foregoing, the preceptor pay specified in the attached August 15, 2002 letter of Kathryn M. Koepenick to Marchel Smiley will end.**

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**\*Note: This proposal assumes that the parties reach agreement on a new collective bargaining agreement which is effective on July 1, 2009.**

- **Nothing in this letter shall be deemed in any way to limit the Hospital management's rights specified in the parties' collective bargaining agreement.**

**If this is acceptable to Local 722, please sign below on the space indicated to signify Local 722's agreement.**

**Sincerely,**

**Carole Schor**

***Corporate Vice President, Human Resources***

**Attachment**

**Agreed and Accepted:**

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**Marchel Smiley, Secretary/Treasurer  
SEIU Local 722**