

**UNIVERSITY OF IOWA,
UNIVERSITY OF IOWA HOSPITALS AND CLINICS
AND
SEIU LOCAL 199**

SETTLEMENT AGREEMENT

The University of Iowa Hospitals and Clinics (Employer) and Service Employees International Union, Local 199 (Union) enter into the following agreement in full and final resolution of the grievance filed by and on behalf of Millahari Delso Saavedra (Grievant), alleging violations of Article XXIV, Section 3 (Discipline and Discharge) of the 2015-2017 Collective Bargaining Agreement (CBA) between the parties.

This agreement arose out of a situation in which the Employer terminated Grievant on or about October 27, 2015. The parties agree to the following:

1. Grievant's termination will be changed to a voluntary resignation effective October 27, 2015. Attached hereto is a resignation letter with Grievant's signature for placement in her file.
2. Grievant will not be eligible for rehire by UIHC nor shall the Grievant apply for or accept any positions at UIHC.
3. In consideration of the foregoing, the Union will withdraw the above mentioned grievance.
4. This agreement is a good faith settlement of all issues arising from the grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in the grievance.
5. The terms of this agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation, or other proceeding in the future.
6. This settlement is subject to Executive Order 85 and must be approved by the Executive Director of the Board of Regents and the President of the University of Iowa and reviewed by the Attorney General or his designee. This settlement shall become effective once it has received all necessary approvals and review. Once in effect it shall be posted to the Board of Regents website.
7. This settlement agreement is subject to Open Records and is available for public inspection and copying.

**** SIGNATURES ON FOLLOWING PAGE ****

Dated this 10th day of February 2016.

FOR THE UNIVERSITY:

Barbara Schueler 3/25/2016
UIHC Date

Lisa Brewster 3/25/2016
Lisa Brewster Date
UI Health Care ELR

Josey Balthke 3/28/16
Josey Balthke Date
UI ELR

Tim Cook 4-20-16
Tim Cook Date
Board of Regents
State of Iowa

FOR THE UNION:

Cathy Glasson 3-15-16
Cathy Glasson Date
SEIU, Local 199 President

Jim Jacobsen 3/1/16
Jim Jacobsen Date
SEIU, Local 199 General Counsel

Millahari Delso-Saavedra 03/15/16
Millahari Delso-Saavedra Date
Grievant

Human Resources Department
University of Iowa Hospitals and Clinics
200 Hawkins Drive
Iowa City, IA 52242

To Whom It May Concern:

Please accept this letter as notice of my resignation from my position with UIHC effective October 27, 2015. Thank you for your attention to this matter.

Sincerely,

Millahari Delso Saavedra

Governing Iowa's public universities and special schools

University of Iowa
Iowa State University
University of Northern Iowa
Iowa School for the Deaf
Iowa Braille and Sight Saving School
Lakeside Laboratory Regents Resource Center
Northwest Iowa Regents Resource Center
Quad-Cities Graduate Center
Southwest Iowa Regents Resource Center



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Larry McKibben, Marshalltown
Subhash Sahai, Webster City

Robert Donley, Executive Director

Executive Order Number Eighty-Five Routing/Review Approval of Personnel Settlement Agreement

Please sign/date where indicated below noting the approval or denial of the attached proposed Personnel Settlement Agreement. **After signing, please return to the attention of BOR – General Counsel.** If "denied," please return to BOR – General Counsel.

In the matter of: Millahari Delso Saavedra, Staff Nurse

Institutional Staff: Lisa Brewster, Employee, Faculty & Labor Relations
UI Health Care

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahle

Reviewer's Signature: *Diane M. Stahle*

Date: 4/3/16 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Bruce Harreld, President

Institutional Head's Signature: *J. B. Harreld*

Date: 4/18/16 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 4.20.16 Approve: Deny: