

STATE UNIVERSITY OF IOWA,  
UNIVERSITY OF IOWA HOSPITALS AND CLINICS

AND

SEIU LOCAL 199

SETTLEMENT AGREEMENT

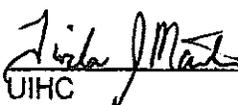
The State University of Iowa (SUI), University of Iowa Hospitals and Clinics (UIHC) hereinafter Employer, and the Service Employees International Union, Local 199, hereinafter Union, enter into the following Settlement in full and final resolution of the grievance filed by and on behalf of Sheila Long, hereinafter the Grievant, alleging violations of Article XII, Section 1 (Vacation Accrual) of the 2013-15 Collective Bargaining Agreement (CBA) between the parties.

This agreement arose out of a situation in which Grievant lost vacation accrual during spring/summer 2015. The parties agree to the following:

1. Employer will place forty-eight (48) hours of vacation accrual into Grievant's vacation accrual account. If placement of the accrual exceeds Grievant's allowable maximum, the balance shall be banked in Grievant's account.
2. 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.
3. 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.
4. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 24th Day of February 2016.

FOR THE EMPLOYER:

  
UIHC \_\_\_\_\_ 3/15/16

FOR THE UNION:

  
Cathy Glasson \_\_\_\_\_ 2-1-16  
SEIU, Local 199 President Date

 3/15/2016

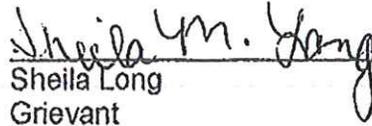
Lisa Brewster Date  
UI Health Care ELR

 3/1/16

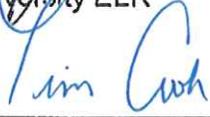
Jim Jacobson Date  
SEIU, Local 199 General Counsel

 3/2/16

Josey Bathke Date  
University ELR

 3/9/16

Sheila Long Date  
Grievant

 3-21-16

Tim Cook Date  
Board of Regents

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



# BOARD OF REGENTS

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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: Sheila Long, Respiratory Therapist  
SEIU Grievance

Institutional Staff: Lisa Brewster, Employee, Faculty, & Labor Relations  
Health Care Human Resources, University of Iowa

#### Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahle  
Reviewer's Signature: *Diane M. Stahle*  
Date: 2/26/16 Reviewed:  Redacted:

Institution: University of Iowa  
Institutional Head's Printed Name: Bruce Harvold, President  
Institutional Head's Signature: *J.B. Harvold*  
Date: 2/26/16 Approve:  Deny:

#### Board of Regents

Executive Director's Printed Name: Robert Donley  
Executive Director's Signature: *Robert Donley*  
Date: 3-22-16 Approve:  Deny: