

BOARD OF REGENTS, STATE OF IOWA

AND

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 199

SETTLEMENT

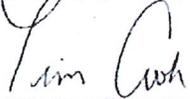
The Board of Regents (BOR), State of Iowa, the State University of Iowa (SUI), and University of Iowa Hospitals and Clinics (UIHC), hereinafter Employer, and Service Employees International Union, Local 199 (SEIU), hereinafter Union, enter into the following Settlement in full and final resolution of the August 6, 2015, grievance filed by Tracey Unverzagt, hereinafter Grievant, alleging a violation of Article XXIV, Section 3, Subd.1 (Discipline and Discharge) of the 2015-17 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant's employment as a Staff Nurse was terminated. Based on this situation, the parties agree to the following:

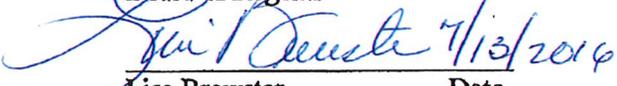
1. Employer agrees to change the discharge to a voluntary resignation effective July 17, 2015.
2. The Grievant agrees she will not now or in the future apply for or accept employment with UIHC in any capacity.
3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
4. This settlement is a good faith settlement of all issues arising from the facts alleged in 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 this grievance.
5. The terms of this settlement 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 reviews. 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.

Dated this _____ Day of _____ 2016.

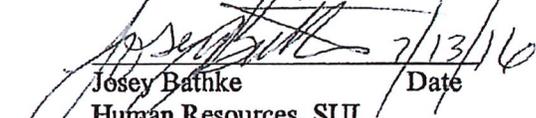
FOR THE EMPLOYER:

 7/13/16

Tim Cook Date
Board of Regents

 7/13/2016

Lisa Brewster Date
Human Resources, UI Health Care

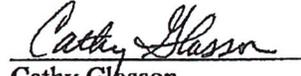
 7/13/16

Josey Bathke Date
Human Resources, SUI

FOR THE UNION:

 6/6/16

James Jacobson Date
SEIU, Local 199 General Counsel

 7-12-16

Cathy Glasson Date
SEIU, Local 199 President

 7/6/16

Tracey Unverzagt Date
Grievant

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**
STATE OF IOWA

Bruce Rastetter, President, Alden
Katie Mulholland, President Pro Tem, Marion
Sherry Bales, Scranton
Patricia Cownie, Des Moines
Milt Dakovich, Waterloo
Rachael Johnson, Sioux City
Larry McKibben, Marshalltown
Michael Richards, West Des Moines
Subhash Sahal, 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: Tracey Unverzagt
SEIU Grievant

Institutional Staff: Tim Cook
Associate Counsel, BOR

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahle

Reviewer's Signature: *Diane M. Stahle*

Date: 7-20-16 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: J. Bruce Harreld

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

Date: 8/1/16 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 8.2.16 Approve: Deny: