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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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**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: Lock, Shawna, SEIU Grievant

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

**Office of the Attorney General**

Reviewed by (Print Name): Diane Stahle

Reviewer's Signature: *Diane Stahle*

Date: 8/12/15 Reviewed:  Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: JEAN Robillard

Institutional Head's Signature: *Jean Robillard*

Date: 8-3-15 Approve:  Deny:

**Board of Regents**

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 9.4.15 Approve:  Deny:

**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 June 19, 2015 grievance filed by Shawna Lock, hereinafter Grievant, alleging a violation of Article XXIV, Section 3, Subd. 1 (Discipline and Discharge) of the 2013-2015 Collective Bargaining Agreement between the parties.

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

1. The Employer accepts the Grievant's voluntary resignation effective June 2, 2015.
2. In the event potential employers contact SUI or UIHC, Employer will only provide Grievant's dates of employment, job title, salary and voluntary resignation status.
3. Grievant will not apply for, nor accept any position at Employer (SUI or UIHC) at any time now or in the future. Should she become employed at Employer at any time she would be subject to immediate termination.
4. In consideration of the foregoing, the Union will withdraw the above mentioned grievance.
5. 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 this grievance.
6. 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.
7. 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.

8. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 18th day of August 2015.

FOR THE EMPLOYER:

Trish Martin 8/26/15  
UI Health Care Date

FOR THE UNION:

James Jacobson 8/18/15  
General Counsel Date  
SEIU Local 199

Lisa Brewster 8/18/15  
Date  
Human Resources, UI Health Care

Cathy Glasson 8-18-15  
Date  
President  
SEIU Local 199

Josey Bathke 9/1/15  
Date  
Human Resources, SUI

Shawna Lock 8-18-15  
Date  
Grievant

Tim Cook 9-4-15  
Date  
Board of Regents, State of Iowa