

**THE UNIVERSITY OF IOWA
AND
SEIU, LOCAL 199**

SETTLEMENT AGREEMENT

The University of Iowa (Employer) and Service Employees International Union (Union) enter into the following agreement regarding a grievance filed on behalf of Lori Brandt (Grievant) alleging violations of Article XXIV, Section 3 of the 2015-17 collective bargaining agreement. This agreement arose out of a situation in which Grievant was disciplined and terminated from her position effective January 25, 2017, for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

1. The Employer will change Grievant's termination to a voluntary resignation, effective January 25, 2017.
2. Grievant will not apply for, nor accept any position at Employer at any time now or in the future. Should Grievant become employed at Employer at any time Grievant would be subject to immediate termination.
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 grievances. 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 grievances.
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 16th day of March 2017.

FOR THE UNIVERSITY:

FOR THE UNION:

Kevin Bunker 05/11/17
UIHC Date

Cathy Glasson 3-24-17
Cathy Glasson Date
SEIU, Local 199

Lisa Brewster 5/12/2017
Lisa Brewster Date
UI Health Care ELR

Lori Brandt 3/22/17
Lori Brandt Date

Shelley M. Stickfort 5/12/17
Shelley Stickfort Date
University ELR

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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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: Lori Brandt, SEIU

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

Office of the Attorney General

Reviewed by (Print Name): Jeffery S. Thompson
Reviewer's Signature: [Signature]
Date: 7/13/17 Reviewed: Redacted:

Institution: University of Iowa
Institutional Head's Printed Name: J. Bruce Harreld
Institutional Head's Signature: [Signature]
Date: 7/14/17 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Mark Brown
Executive Director's Signature: [Signature]
Date: 7/14/17 Approve: Deny: