

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 199 and STATE
OF IOWA, BOARD OF REGENTS**

Whereas, SEIU, Local 199 (the “Union”) filed a Grievance against the State of Iowa, Board of Regents (the “Board”) alleging that the application of call-back pay by for certain UIHC employees was in violation of the parties’ collective bargaining agreement; and

Whereas, the Union and the Board wish to resolve the present Grievance;

In full and complete satisfaction of all claims related to this matter, the Board and Union agree as follows:

1. The UIHC shall pay affected employees a gross sum as set forth below:
Melody Hobert-Mellecker - \$1,138.00
Emily Phillips - \$1,063.00
Natalie Dennler - \$799.00

These amounts shall be reduced by all applicable taxes and payroll deductions.

2. The Union shall withdraw the grievance filed on October 18, 2016 alleging that Article IX, Section 2 was violated when management for the University of Iowa Hospitals and Clinics informed bargaining unit employees that pediatric case managers would no longer receive call-back pay when performing work remotely.

3. This agreement and resolution of the grievance is non-precedent setting and the Union retains the right to file another grievance seeking additional back pay based on this claim should a court conclude that there is a current collective bargaining agreement between SEIU Local 199 and the Board (SEIU Local 199 v. State of Iowa, Board of Regents, Case no. LACL137385) and all appeals have been exhausted.

4. This is a settlement of a disputed claim. The Board denies particular liability to any specific grievant and denies that it has violated any collective bargaining agreement. The Board enters into this settlement agreement in order to amicably resolve the present grievance. This resolution is not precedent setting and is not admissible in any future arbitration or other matter between the parties for any reason, except to enforce its own terms.

5. This settlement is subject to Iowa Code section 22.13A 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 receive all necessary approvals and review. Once in effect it shall be posted to the Board of Regents website.

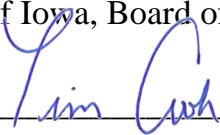
6. This settlement agreement is subject to Open Records and is available for public inspection and copying.

For the Union

By:  _____

Date: 11/8/17

State of Iowa, Board of Regents

By:  _____

Date: 10/9/17

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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Keith Saunders, JD, Interim Executive Director

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 Counsel.**** If "denied," please return to BOR Counsel.

In the matter of: PERB No. 17-GA-139

Institutional Staff: Tim Cook
Associate Counsel

Office of the Attorney General

Reviewed by (Print Name): LeBlanc, S. Thompson
Reviewer's Signature: [Signature]
Date: 11/2/17 Reviewed: Redacted:

Institution: University of Iowa
Institutional Head's Printed Name: J. Bruce Harvold
Institutional Head's Signature: [Signature]
Date: Nov. 6, 2017 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Mark J. Braun
Executive Director's Signature: [Signature]
Date: November 4, 2017 Approve: Deny: