

**THE UNIVERSITY OF IOWA
AND
AFSCME/IOWA COUNCIL 61
LOCAL 12**

SETTLEMENT AGREEMENT

The University of Iowa (Employer) and American Federation of State, County, and Municipal Employees Iowa Council 61 (Union) enter into the following agreement regarding a grievance (AFSMCE No. 126566 and No. 118900) filed on behalf of Bernadette Yanda (Grievant) alleging a violation of Article IV, Section 9 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 March 10, 2016, for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

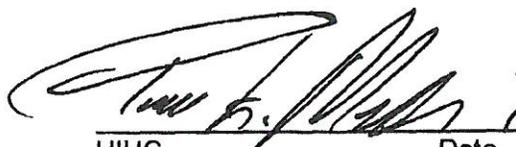
1. The Employer will change Grievant's termination to a voluntary resignation.
2. In consideration of the foregoing, the Union will withdraw the above mentioned grievance.
3. This agreement is a good faith settlement of all issues arising from the grievance. No promises for any other or future consideration 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 the grievance.
4. 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.
5. 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.
6. This settlement agreement is subject to Open Records and is available for public inspection and copying.

SIGNATURES ON FOLLOWING PAGE

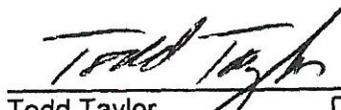
Dated this 26th day of April 2016.

FOR THE UNIVERSITY:

FOR THE UNION:

 7/29/16

UIHC Date

 7/18/16

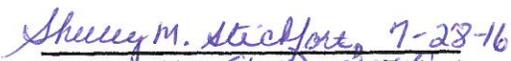
Todd Taylor Date
AFSCME, Council 61

 7/27/2016

Lisa Brewster Date
UI Health Care ELR

 7-18-16

Michelle Ray Muehler Date
AFSCME, Local 12

 7-28-16

~~Josey Bathke~~ Shelley Stickfort Date
University ELR Stickfort
Superior Director for ELR

 6-20-16

Bernadette Yanda Date

 7/28/16

Tim Cook Date
Board of Regents, State of Iowa

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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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: Bernadette Yanda
AFSCME No.'s 126566 & 118900

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

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahle

Reviewer's Signature: *Diane M. Stahle*

Date: 6/27/16 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: J. Bruce Harvold

Institutional Head's Signature: *J. B. Harvold*

Date: 7/11/16 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 7.18.16 Approve: Deny: