

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

SETTLEMENT AGREEMENT

The University of Iowa, hereinafter Employer, and American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following agreement regarding grievances (AFSMCE No. 121097) filed on behalf of Renee Raffensperger, hereinafter Grievant, alleging a violation of Article IV, Section 9 of the 2015-17 collective bargaining agreements. This agreement arose out of a situation in which Grievant received a one (1) day suspension for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

1. Employer will reimburse Grievant for one (1) day of pay at the rate she was earning on December 15, 2015.
2. Employer will remove the 1-day suspension from Grievant's personnel file on December 15, 2016 unless subsequent discipline is issued prior to that date for similar conduct.
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 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.
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 31st day of May 2016.

FOR THE UNIVERSITY:

FOR THE UNION:

Agnew 6/30/16
UIHC Date

Todd Taylor 6-28-16
Todd Taylor Date
AFSCME, Council 61

Lisa Brewster 6/30/2016
Lisa Brewster Date
UI Health Care ELR

[Signature] 6/28/16
AFSCME, Local 12 Date

Josey Bathke 7/16/16
Josey Bathke Date
University ELR

Renee Raffensperger 6-28-16
Renee Raffensperger 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



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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: Renee Raffensperger
AFSCME Grievance # 121097

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

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 Harvold

Institutional Head's Signature: J. B. Harvold

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: