

**BOARD OF REGENTS, STATE OF IOWA
AND
AFSCME/IOWA COUNCIL 61**

SETTLEMENT

The Board of Regents (BOR), State of Iowa, and the State University of Iowa (SUI), hereinafter Employer, and the American Federation of State, County, and Municipal Employees (AFSCME) Iowa Council 61, hereinafter Union, enter into the following Settlement in full and final resolution of the grievance filed by Kathryn Trump, hereinafter Grievant, AFSCME Number 111416 alleging a violation of Article IV, Section 9 (Discipline and Discharge) among other alleged violations of the 2013-15 Collective Bargaining Agreement between the parties.

This agreement arose out of a situation in which the Grievant was discharged on January 12, 2015, for violation of SUI policies. Based on this situation, the parties agree to the following:

1. The Employer agrees to remove the discharge and replace it with a five (5) day suspension. This settlement agreement shall serve as documentation of the five (5) day suspension.
2. The Grievant shall serve the five (5) day unpaid suspension from January 13, 2015, through January 19, 2015.
3. The Grievant shall be placed in an unpaid leave of absence status from January 20, 2015, through October 3, 2015.
4. The Grievant shall be placed in a paid leave of absence from October 4, 2015, through November 29, 2015.
5. During the paid leave of absence, the Grievant shall receive all benefits, including but not limited to, insurance, retirement, sick leave, vacation, and any and all other benefits entitled to during this timeframe.
6. The Grievant shall have her sick leave balance restored as it was upon her discharge on January 12, 2015.
7. The Grievant shall suffer no loss in seniority.
8. The Grievant shall be placed into a Medical Assistant II position in Children's and Women's Services on November 30, 2015

9. The Grievant shall have transfer rights pursuant to Article VII, but shall not bid on or accept a transfer to Student Health prior to December 1, 2017.
10. In consideration of the foregoing, the Union will withdraw the above referenced grievances.
11. This settlement is a good faith settlement of all issues arising from the facts alleged in 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.
12. The terms of this settlement 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.
13. 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.
14. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 20th Day of November 2015.

FOR THE EMPLOYER:



Timothy B. Cook
Associate Counsel
BOR



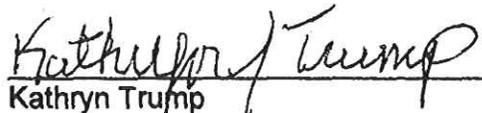
Josey Bathke
Director, University Employee & Labor Relations
SUI



FOR THE UNION:



Todd Taylor
Staff Representative
AFSCME Council 61



Kathryn Trump
Grievant



Jim Kellog
Director, Student Health Services
SUI

Richard Frauenholz
Steward
Local 12

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

In the matter of: AFSCME #111416 – Kathryn Trump

Institutional Staff: Tim Cook, Associate Counsel, Board of Regents

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahl

Reviewer's Signature: *Diane M. Stahl*

Date: 11/24/15 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Bruce Hurreld

Institutional Head's Signature: *B. Hurreld*

Date: 11/30/15 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 3.22.16 Approve: Deny: