

**BOARD OF REGENTS, STATE OF IOWA  
UNIVERSITY OF IOWA  
And  
UE LOCAL 896/COGS**

**SETTLEMENT AGREEMENT**

The Board of Regents, State of Iowa and the University of Iowa, hereinafter Employer, and the United Electrical, Radio And Machine Workers of America, Local 896/COGS, hereinafter Union, enter into the following Agreement in full and final resolution of Grievance #101 which alleged a violation of Article VII of the 2013-2015 Collective Bargaining Agreement between the parties,

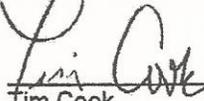
This settlement arose out of a situation in which University Payroll contacted non-bargaining unit Union members about their bargaining unit and union membership status. Based on this situation, the parties agree to the following:

1. The Employer agrees to provide the Union with a list of union members who are not employed in the bargaining unit but remain in the employ of the Employer on the first day of classes of the Fall semester; and
2. The Employer agrees it will not unilaterally discontinue the payroll deduction for dues to the Union for the employees referenced in Paragraph 1; and
3. A joint communication will be issued by either mass email, letter, or any other method of communication agreed upon to union members referenced in Paragraph 1 above in conjunction with the first pay date of the Fall; and
4. The joint communication will notify the employees referenced in Paragraph 1 that their current position is outside of the employee bargaining unit for graduate teaching assistants and research assistants at the University of Iowa and will be covered by the appropriate terms and conditions of their current position; and
5. To remain a member of the Union they may continue with their payroll deduction to the Union ; and
6. The joint communication will further explain if an employee referenced in Paragraph 1 no longer desires to have a payroll deduction to the Union for dues, the employee must provide a thirty (30) day written notice with a signature per Iowa Code Section 70A.19 to the Union and the Employer; and
7. At the beginning of each month, but no later than five (5) business days into the month, the parties will confirm with each other the notices each has received of an employee's request to discontinue the payroll deduction for dues; and
8. Once an employee's request to discontinue the payroll deduction for dues is confirmed, the payroll deduction for the employee will be discontinued at the start of the next pay period following the thirty (30) day notice period; and

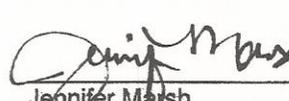
9. In consideration of the foregoing, the Union will withdraw the above referenced grievance; and
10. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future consideration have been made by anyone. The above consideration 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.
11. This Agreement is subject to Open Records and is available for public inspection and copying.

Dated this 2<sup>nd</sup> Day of June 2014.

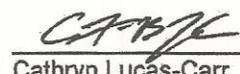
FOR THE EMPLOYER:

 6-2-14  
\_\_\_\_\_  
Tim Cook Date  
Associate Counsel  
Board of Regents

FOR THE UNION:

 6/13/14  
\_\_\_\_\_  
Jennifer Marsh Date  
Field Organizer  
UE Local 896/COGS

 6/27/14  
\_\_\_\_\_  
Josey Bathke Date  
Director, University Employee & Labor Relations  
University of Iowa

 6/12/14  
\_\_\_\_\_  
Cathryn Lucas-Carr Date  
President  
UE Local 896/COGS

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: COGS Grievance #101 – Dues Deductions

Institutional Staff: Tim Cook, BOR

Office of the Attorney General

Reviewed by (Print Name): Diane Stahle

Reviewer's Signature: *Diane Stahle*

Date: 5/30/14 Reviewed:  Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Sally Mason

Institutional Head's Signature: *Sally Mason*

Date: 5/30/14 Approve:  Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: June 2, 2014 Approve:  Deny: