

**THE UNIVERSITY OF IOWA AND
AFSCME/IOWA COUNCIL 61
AND 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 grievances (AFSMCE No. 111423, 126782, 127936 and 127900) filed on behalf of Opal McMenemy (Grievant) alleging violations of Article IV, Section 9 of the 2015-17 collective bargaining agreement. This agreement arose out of a situation in which Grievant was disciplined with multiple suspensions and ultimately terminated for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

1. The Employer accepts the Grievant's voluntary resignation effective June 11, 2015.
2. Grievant agrees that she will neither apply for, nor accept employment with Employer now or in the future.
3. Grievant may apply for Unemployment Insurance benefits through Iowa Workforce Development. Employer will not further protest any allowance of benefits determined by the agency past the period of terminal vacation paid.
4. The Employer agrees to provide health insurance to Grievant through August 31, 2015.
5. In consideration of the foregoing, the Union will withdraw the above mentioned grievances.
6. 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 grievances.
7. 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.
8. 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.

Dated this 19th day of June 2015.

FOR THE UNIVERSITY:

Patricia Cliff 6/23/2015
UI Health Care Date

Lisa Brewster 6/23/2015
UI Health Care ELR Date

Josey Bathke 6/23/15
Josey Bathke Date
University ELR

FOR THE UNION:

Todd Tough 6/23/15
AFSCME, Council 61 Date

Chris Demery 6/23/15
AFSCME, Local 12 Date

Opal McMenemy 6-23-15
Opal McMenemy Date

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



BOARD OF REGENTS

STATE OF IOWA

Bruce L. Rastetter, President, *Alden*
Katio S. Mulholland, President Pro Tem, *Marion*
Nicole C. Carroll, *Carroll*
Milt J. Dakovich, *Waterloo*
Robert N. Downer, *Iowa City*
Ruth R. Harkin, *Cumming*
Larry E. McKibben, *Marshalltown*
Subhash C. Sahai, *Webster City*
Hannah M. Walsh, *Spirit Lake*

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: Opal McMenemy
AFSCME #s 111423, 126782, 127936 and 127900

Institutional Staff: Lisa Brewster, Employee & Labor Relations, Health Care Human Resources, University of Iowa

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahle

Reviewer's Signature: *Diane M. Stahle*

Date: 6/24/15 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Sally Mason

Institutional Head's Signature: *Sally Mason*

Date: 6-29-15 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: _____ Approve: Deny: