

**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. 126810, No. 130678) filed on behalf of Carrie Cratton, hereinafter Grievant, alleging a violation of Article IV, Section 9 of the 2015-17 collective bargaining agreement. This agreement arose out of situations in which Grievant received a five (5) day suspension and employment termination for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

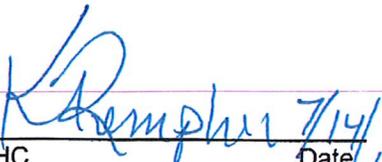
1. The Employer agrees to change the discharge to a resignation, retroactive to April 20, 2016.
2. The Grievant agrees she will not now or in the future apply for or accept employment nor transfer to a position with the Carver College of Medicine, University of Iowa Health Care, or the University of Iowa Hospitals and Clinics in any capacity.
3. The Employer will reimburse Grievant for five (5) days of pay at the rate she was earning on April 20, 2016.
4. In consideration of the foregoing, the Union will withdraw the above mentioned grievances.
5. 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.
6. 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.
7. 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.
8. This settlement agreement is subject to Open Records and is available for public inspection and copying.

SIGNATURES ON FOLLOWING PAGE

Dated this 6th Day of July 2016.

FOR THE UNIVERSITY:

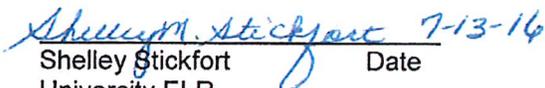
FOR THE UNION:

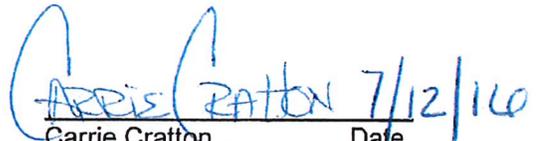

UIHC Date 7/14/16


Todd Taylor Date 7/12/16
AFSCME, Council 61


Lisa Brewster Date 7/14/2016
UI Health Care ELR


AFSCME, Local 12 Date 7/12/16


Shelley Stickfort Date 7-13-16
University ELR


Carrie Cratton Date 7/12/16
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



BOARD OF REGENTS

STATE OF IOWA

Bruce Rastetter, President, *Alden*
Katie Mulholland, President Pro Tem, *Marion*
Sherry Bales, *Scranton*
Patricia Cownie, *Des Moines*
Mill Dakovich, *Waterloo*
Rachael Johnson, *Sioux City*
Larry McKibben, *Marshalltown*
Michael Richards, *West Des Moines*
Subhash Sahal, *Webster City*

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: Carrie Cratton
AFSCME #126810 & 130678

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

Office of the Attorney General

Reviewed by (Print Name): *Diane Stahle*

Reviewer's Signature: *Diane Stahle*

Date: 7/22/16 Reviewed: Redacted:

Institution: *University of Iowa*

Institutional Head's Printed Name: *J. Bruce Harrold*

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

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: