

UNIVERSITY OF IOWA
AND
AFSCME/IOWA COUNCIL 61
LOCAL 12

SETTLEMENT AGREEMENT

The University of Iowa Hospitals and Clinics (Employer) and American Federation of State, County, and Municipal Employees Iowa Council 61 (Union) enter into the following agreement regarding a grievance (AFSMCE No. 111409) filed on behalf of Vickie Meier (Grievant) alleging a violation of Article IV, Section 9 of the 2013-2015 collective bargaining agreement.

This agreement arose out of a situation in which Grievant was disciplined with a written reprimand on January 20, 2015 for alleged failure to follow work rules and/or directives. Based on this situation, the parties agree to the following:

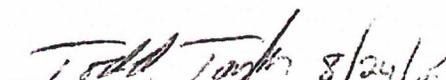
1. The Employer agrees to remove the written reprimand from the Employee's disciplinary record upon successful completion of the Employee's probationary period.
2. In consideration of the foregoing, the Union will withdraw the above mentioned grievance.
3. This agreement is a good faith settlement of 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.
4. 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.
5. 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.

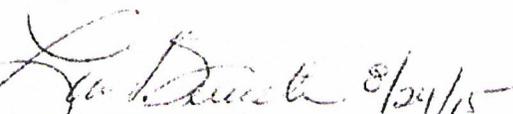
Dated this 10th day of August 2015.

FOR THE UNIVERSITY:

FOR THE UNION:


UI Health Care, IRL 9-2-15
Date


AFSCME, Council 61 8/24/15
Date


Lisa Brewster 8/24/15
Employee & Labor Relations Date
UI Health Care


AFSCME, Local 12 8/18/15
Date

Josey Bathke 9-15-15
Josey Bathke Date
Employee & Labor Relations
University of Iowa

Vicki R. Meyer 8/20/15
Grievant Date

Tim Cook 9-15-15
Tim Cook Date
Board of Regents
State of Iowa

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: Vickie Meier
AFSCME # 111409

Institutional Staff: Lisa Brewster, Employee, Faculty & 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: 9/14/15 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: JEAN BOBILLARD

Institutional Head's Signature: *J. Bobillard*

Date: 9/21/2015 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 9.21.15 Approve: Deny: