

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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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: Cate Chapman
AFSCME #122956

Institutional Staff: Josey Bathke, SUI Director, University Employee & Labor Relations

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahlke

Reviewer's Signature: *Diane M. Stahlke*

Date: 12/22/14 4:15 pm Reviewed: Redacted:

2 of Settlement Agreement

Institution: University of Iowa

Institutional Head's Printed Name: Sally Mason

Institutional Head's Signature: *Sally Mason*

Date: 1-13-15 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 1.29.15 Approve: Deny:

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THE UNIVERSITY OF IOWA
AND
AFSCME/IOWA COUNCIL 61
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 a grievance (AFSMCE No. 122956) filed on behalf of Catherine Chapman (Grievant) alleging a violation of Article IV, Section 9 of the 2013-15 collective bargaining agreement. This agreement arose out of a situation in which Catherine Chapman (Grievant) was disciplined with a one day suspension for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

1. The Employer will return the one day of suspension pay; however, the parties agree that the one day suspension will remain in the Employee's disciplinary file until December 1, 2014. If by that date the Employee has not received any additional discipline then the suspension will be removed from her file.
2. [REDACTED]
3. The Employee acknowledges that she must communicate in a professional and courteous manner at all times while in the workplace.
4. In consideration of the foregoing, the Union will withdraw the above mentioned grievance.
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 Employee'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.

Dated this 13th day of March 2014.

FOR THE UNIVERSITY:

[Signature] 9/22/14
UI Health Care Date

[Signature] 11/5/14
UI Health Care ELR Date

[Signature] 11/5/14
Josey Barthelemy Date
Director, University ELR

FOR THE UNION:

[Signature] 9/18/14
Todd Taylor Date
AFSCME, Council 61

[Signature] 9/21/14
AFSCME, Local 12 Date

[Signature] 9/17/14
Catherine Chapman Date