

**BOARD OF REGENTS, STATE OF IOWA**

**AND**

**AFSCME/IOWA COUNCIL 61**

**SETTLEMENT AGREEMENT**

The State of Iowa, Board of Regents (BOR), University of Northern Iowa (UNI), hereinafter Employer, and the American Federation of State, County, and Municipal Employees (AFSCME) Iowa Council 61, hereinafter Union, enter into the following agreement regarding grievances, AFSCME No. 117965, filed on behalf of Timothy Richmond, hereinafter Grievant, alleging a violation of Article IV, Section 9 of the 2013-2015 collective bargaining agreement.

This agreement arose out of the mutual interest of the parties to resolve the alleged violation of the collective bargaining agreement involving the Grievant. Based on this situation, the parties agree to the following:

1. UNI agrees it shall change the reason for separation from employment from discharge for just cause to a voluntary resignation effective May 20, 2014, upon receipt of a signed letter of resignation from the Grievant.
2. UNI agrees to pay the gross amount of sixty thousand dollars (\$60,000.00) to the Grievant and his attorney as directed by the Grievant. Payment shall serve as consideration for this agreement as well as the Settlement Agreement and General Release signed by the Grievant individually and the Employer.
3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
4. This Agreement is a good faith settlement of all issues identified as part of the aforementioned grievances. No promises for any other or future consideration has been made by anyone. The above consideration is all that will be received for the Grievant's claims in the grievances.
5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter.

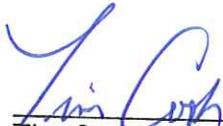
Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation, or other proceeding in the future.

6. 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 Northern 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.
7. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 1<sup>st</sup> Day of December 2014.

FOR THE EMPLOYER:

FOR THE UNION:

  
\_\_\_\_\_  
Tim Cook  
Associate Counsel  
BOR  
Date 12-11-14

  
\_\_\_\_\_  
Robin White  
Staff Representative  
AFSCME Council 61  
Date 12/4/14

  
\_\_\_\_\_  
Michelle Byers  
Director, Human Resource Services  
UNI  
Date 12/10/14

  
\_\_\_\_\_  
Timothy Richmond  
Grievant  
Date 12/08/2014

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

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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: Timothy Richmond  
EEOC Charge No. 443-2014-01021C/ AFSCME No. 117975

Institutional Staff: Tim Cook - BOR

Institution: University of Northern Iowa

Institutional Head's Printed Name: William N. Rudd

Institutional Head's Signature: \_\_\_\_\_

Date: 12/05/2014

Approve:

Deny:

#### Board of Regents

Executive Director's Printed Name: \_\_\_\_\_

Executive Director's Signature: \_\_\_\_\_

Date: Dec 6, 2014

Approve:

Deny:

#### Office of the Attorney General

Reviewed by (Print Name): \_\_\_\_\_

Reviewer's Signature: \_\_\_\_\_

Date: 12/8/14 10:30 am

Reviewed:

Redacted: