

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 State, 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. 117973 and 117974, filed on behalf of Angel Stigler, hereinafter Grievant, alleging violations of Articles II and IV of the 2013-2015 collective bargaining agreement.

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

1. UNI agrees it shall place three hours of vacation accrual within the Grievant's vacation accrual account upon effect of this agreement.
2. In consideration of the foregoing, the Union will withdraw the above referenced grievances.
3. 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.
4. 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.
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 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.

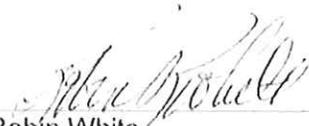
6. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 20th Day of June 2014.

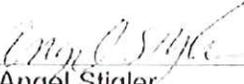
FOR THE STATE:

 7-14-14
Date
Tim Cook
Associate Counsel
BOR

FOR THE UNION:

 6-25-14
Date
Robin White
Staff Representative
AFSCME Council 61

 6-27-14
Date
Michelle Byers
Director, Human Resource Services
UNI

 6-24-14
Date
Angel Stigler
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

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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: AFSCME Grievance #117973 (PERB No. 14-GA-182) - Shift Change
AFSCME Grievance #117974 (PERB No. 14-GA-181) - Discipline

Institutional Staff: Tim Cook, BOR

Office of the Attorney General

Reviewed by (Print Name): Diane Stable

Reviewer's Signature: *Diane Stable*

Date: 6/20/14 3:10 pm Reviewed: Redacted:

Institution: University of Northern Iowa

Institutional Head's Printed Name: William N. Ruud

Institutional Head's Signature: *William N. Ruud*

Date: 6/27/2014 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 7.14.14 Approve: Deny: