

**BOARD OF REGENTS, STATE OF IOWA
AND
AFSCME/IOWA COUNCIL 61**

SETTLEMENT

RECEIVED

DEC 09 2015

HRS/R&E

The Board of Regents (BOR), State of Iowa, and Iowa State University (ISU), hereinafter Employer, and the American Federation of State, County, and Municipal Employees (AFSCME) Iowa Council 61, hereinafter Union, enter into the following Settlement in full and final resolution of the grievance filed by Bob Greene, hereinafter Grievant, AFSCME No. 117251 alleging a violation of Article IV, Section 9 (Discipline and Discharge) of the 2013-15 Collective Bargaining Agreement between the parties.

This agreement arose out of a situation in which the Grievant was suspended for one (1) day without pay for violation of ISU Policy. Based on this situation, the parties agree to the following:

1. The Employer will reduce the one (1) day unpaid suspension to a written reprimand if no similar violations of the ISU policy occur between the date of the settlement and May 16, 2016.
2. Should the Grievant meet the conditions of Paragraph 1 above, he shall receive one (1) day of back pay at the rate he was receiving on June 24, 2015, less applicable federal and state taxes, FICA, and retirement contributions and will have the appropriate adjustments made to his sick leave and vacation accruals.
3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
4. This settlement is a good faith settlement of all issues arising from the facts alleged in 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 this grievance.
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 Iowa State University 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 18th Day of November 2015.

FOR THE EMPLOYER:

Tim Cook Date
Associate Counsel
BOR

Robert J. Currie
Bob Currie Date 12/8/15
Director for Facilities Services
ISU

Julie Nuter 12.4.2015
Julie Nuter Date
Vice President for University Human Resources
ISU

FOR THE UNION:

Adam Swihart 11/23/15
Adam Swihart Date
Staff Representative
AFSCME Council 61

Bob Greene 12/15/15
Bob Greene Date
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



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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 – Associate Counsel.** If "denied," please return to BOR – Associate Counsel.

In the matter of: AFSCME #117251 – Bob Greene

Institutional Staff: Tim Cook, Associate Counsel, Board of Regents

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahle

Reviewer's Signature: *Diane M. Stahle*

Date: 11/24/15 Reviewed: Redacted:

Institution: Iowa State University

Institutional Head's Printed Name: Steven Leath

Institutional Head's Signature: *Steven Leath*

Date: December 2, 2015 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 12.17.15 Approve: Deny: