

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.127047 and No. 126862 filed on behalf of Lisa Hammer (Grievant) alleging a violation of Article IV, Section 9 of the 2013-2015 collective bargaining agreement.

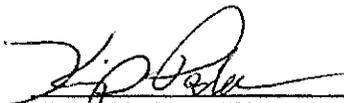
This agreement arose out of a situation in which Grievant was disciplined with a three (3) day suspension on October 14, 2014 for alleged failure to follow work rules and/or directives and retaliatory behavior and a five (5) day suspension on January 20, 2015 for failure to follow work rules and/or directives. Based on this situation, the parties agree to the following:

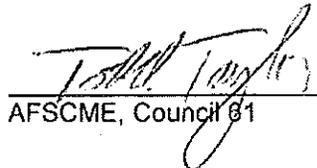
1. The Employer agrees to return the 8 days of pay for the suspension time served by the Employee; however, the 3-day and 5-day suspensions will remain on the Employee's disciplinary record.
2. Six months from today (July 31, 2015), without further discipline the Employer agrees that the next step in the progressive disciplinary process would be a five (5) day suspension.
3. In consideration of the foregoing, the Union will withdraw the above mentioned grievance.
4. 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.
5. 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.
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 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.

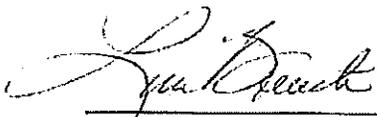
Dated this ___th day of August 2015.

FOR THE UNIVERSITY:

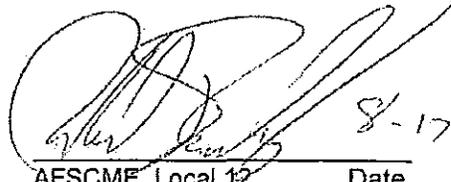
FOR THE UNION:


UI Health Care, IRL 9-17-15
Date


AFSCME, Council 61 8/27/15
Date

 9/15/15

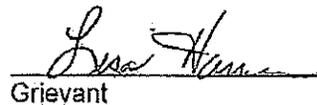
Date
Lisa Brewster
Employee & Labor Relations
UI Health Care

 8-17-15

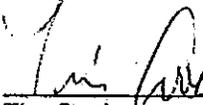
Date
AFSCME, Local 12

 9-15-15

Date
Josey Bathke
Employee & Labor Relations
University of Iowa

 8-17-2015

Date
Grievant

 9-15-15

Date
Tim Cook
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: Lisa Hammer
AFSCME # 127047 and # 126862

Institutional Staff: Lisa Brewster, Employee, Faculty & Labor Relations UI Health Care,
University of Iowa

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahe

Reviewer's Signature: *Diane M. Stahe*

Date: 9-18-15 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Jean E. Robillard, M.D.

Institutional Head's Signature: *J. Robillard*

Date: 9/23/15 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 10.1.15 Approve: Deny: