

**THE UNIVERSITY OF IOWA
AND
AFSCME/IOWA COUNCIL 61
LOCAL 12
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. 120210) filed on behalf of LaNette Williams (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 LaNette Williams (Grievant) was disciplined with a five 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 convert the October 2013 five day unpaid suspension into a five day paid suspension. Grievant shall receive five days of pay at the hourly rate received at the time of the suspension, less any applicable taxes and withholdings.
2. The five day suspension will remain in the Grievant's personnel file.
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 1st day of April 2014.

FOR THE UNIVERSITY:

Ellen Givnam 11-18-2014
UI Health Care Date

[Signature] 11/18/14
UI Health Care Date

Josey Bathke 11/6/14
Josey Bathke Date
Director, University ELR

FOR THE UNION:

[Signature] 11/6/14
AFSCME, Council 61 Date

Michelle Ray - Michelle 11/6/14
AFSCME, Local 12 Date

on separate page
LaNette Williams Date

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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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: LaNette Williams
AFSCME #120210

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

Institution: _____

Institutional Head's Printed Name: _____

Institutional Head's Signature: Sally Mason

Date: 12/17/14 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: Robert Donley

Date: December 18, 2014 Approve: Deny:

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahle

Reviewer's Signature: Diane M. Stahle

Date: 12/8/14 10:00 AM Reviewed: Redacted: