

BOARD OF REGENTS, STATE OF IOWA

AND

AFSCME/IOWA COUNCIL 61

SETTLEMENT

The Board of Regents (BOR), State of Iowa, and the State University of Iowa (SUI), 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 grievances filed on behalf of Doug Melsha, hereinafter Grievant, AFSCME Numbers 118998, 106626, and 117403 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 received a one (1) day suspension, a three (3) day suspension, and was terminated from employment due to alleged policy and work rule violations. Based on this situation, the parties agree to the following:

1. The Employer agrees to pay the Grievant in one lump sum payment the amount of five thousand dollars (\$5,000.00) less any state and federal taxes and FICA.
2. The Employer agrees it shall forgo the overpayment and debt the Grievant owes the Employer in the amount of one thousand three hundred fifty-eight dollars and thirty-seven cents (\$1,358.37).
3. In consideration of the foregoing, the Union will withdraw the above referenced grievances.
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.

10/20/14
YC
10-30-14

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

Dated this 6th Day of October 2014.

FOR THE BOR:

Timothy B. Cook 10-30-14
Date
Timothy B. Cook
Associate Counsel
BOR

Ellen Chambers 10/27/14
Date
Ellen Chambers
Sr. HR Specialist
UIHC

Josey Bathke 10/20/14
Date
Josey Bathke
Director, University Employee & Labor Relations
SUI

FOR THE UNION:

Todd Taylor 10/17/14
Date
Todd Taylor
Staff Representative
AFSCME Council 61

Doug Melsha 17 OCT 2014
Date
Doug Melsha
Grievant

Michelle Ray 10-17-2014
Date
Michelle Ray - Michelle
Local 17

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

Bruce L. Rasletter, President, *Alden*
Katie S. Mulholland, President Pro Tem, *Marion*
Nicole C. Carroli, *Carroll*
Milt J. Dakovich, *Waterloo*
Robert N. Downer, *Iowa City*
Ruth R. Harkin, *Cumming*
Larry E. McKibben, *Marshalltown*
Subhash C. Sahal, *Webster City*
Hannah M. Walsh, *Spirit Lake*
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 #'s 118998, 106626, & 117403 – Doug Melsha

Institutional Staff: Tim Cook, BOR

Office of the Attorney General

Reviewed by (Print Name): Diane Stable

Reviewer's Signature: [Signature]

Date: 10/14/14 9:30 AM Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Sally Mason

Institutional Head's Signature: [Signature]

Date: 10/22/14 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: [Signature]

Date: 10.30.14 Approve: Deny: