

**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 grievance (AFSMCE No. 133588) filed on behalf of Elizabeth Nay (Grievant) alleging violations of Article IV, Section 9 of the 2015-17 collective bargaining agreement. This agreement arose out of situations in which Grievant received a one-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 reduce the one-day suspension to a written reprimand effective immediately.
2. In consideration of the foregoing, the Union will withdraw the above mentioned grievances.
3. 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.
4. 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.
5. This settlement is subject to Iowa Code section 22.13A 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.
6. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 29th day of November 2017.

FOR THE UNIVERSITY:

FOR THE UNION:

Melina Gross 12/15/17  
UIHC Date

Todd Taylor 11/29/17  
Todd Taylor Date  
AFSCME, Council 61

Lisa Brewster 12/14/2017  
Lisa Brewster Date  
UI Health Care ELR

[Signature] 11/29/17  
AFSCME, Local 12 Date

Shelley M. Stickfort 12-14-17  
Shelley Stickfort Date  
University ELR

Elizabeth Nay 11/29/17  
Elizabeth Nay 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  
Southwest Iowa Regents Resource Center



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Mark J. Braun, Executive Director

### 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: Elizabeth Nay, AFSCME #133588

Institutional Staff: Lisa Brewster, Director  
UI Health Care Employee & Labor Relations

#### Office of the Attorney General

Reviewed by (Print Name): Steph Thompson

Reviewer's Signature: [Signature]

Date: 1/22/18 Reviewed:  Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: J. Bruce Harrell

Institutional Head's Signature: [Signature]

Date: 1/26/18 Approve:  Deny:

#### Board of Regents

Executive Director's Printed Name: Mark J. Braun

Executive Director's Signature: [Signature]

Date: 1/29/18 Approve:  Deny: