

BOARD OF REGENTS, STATE OF IOWA

AND

AFSCME/IOWA COUNCIL 61

SETTLEMENT AGREEMENT

The State of Iowa, Board of Regents (BOR), University of Northern Iowa (UNI), hereinafter Employer, and the American Federation of State, County, and Municipal Employees (AFSCME) Iowa Council 61, hereinafter Union, enter into the following agreement regarding grievances, AFSCME No. 125869, filed on behalf of Tom Pfiffner, hereinafter Grievant, alleging a violation of Article IX, Section 10 of the 2015-2017 collective bargaining agreement.

This agreement arose out of the mutual interest of the parties to resolve the alleged violation of the collective bargaining agreement involving the Grievant. Based on this situation, the parties agree to the following:

1. UNI will pay the Grievant for seven and one-half (7.5) hours at the rate of \$31.12 per hour.
2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
3. This Agreement is a good faith settlement of all issues identified as part of the aforementioned grievance. No promises for any other or future consideration has been made by anyone. The above consideration is all that will be received for the Grievant's claims in the grievance.
4. 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.
5. 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 Northern 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.

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: AFSCME #125869, Tom Pfiffner

Institutional Staff: Tim Cook, BOR Associate Counsel

Office of the Attorney General

Reviewed by (Print Name): Jeffrey S. Thompson
Reviewer's Signature: *[Signature]*
Date: 4/5/17 Reviewed: Redacted:

Institution: University of Northern Iowa
Institutional Head's Printed Name: Mark A. Nook
Institutional Head's Signature: *[Signature]*
Date: 4-6-17 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley
Executive Director's Signature: *[Signature]*
Date: 4/5/17 Approve: Deny: