

**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 grievances (AFSMCE Nos. 135333 and 130706) filed on behalf of Kenneth Gerleman (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 3-day suspension and a 5-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 remove the three (3) day suspension and the five (5) day suspension from Grievant's personnel file.
2. The Employer will return four (4) days of pay at the rate Grievant was earning on May 11, 2017.
3. In consideration of the foregoing, the Union will withdraw the above mentioned grievances.
4. This agreement is a good faith settlement of all issues arising from the grievances. 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 grievances.
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 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.
7. 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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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: Kenneth Gerleman, AFSCME #135333 and #130706

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

Office of the Attorney General

Reviewed by (Print Name): Jeff Thompson

Reviewer's Signature: [Signature]

Date: 12/12/12 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: J. Bruce Harrell

Institutional Head's Signature: [Signature]

Date: Dec. 14, 2012 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Mark J. Braun

Executive Director's Signature: [Signature]

Date: 12/15/12 Approve: Deny: