

**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 grievance filed on behalf of Angela Burdette, hereinafter Grievant, AFSCME Number 126890 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 was discharged for violation of SUI policies. Based on this situation, the parties agree to the following:


1. The Employer agrees to change the discharge to a resignation retroactive to June 10, 2015.
2. The Grievant agrees this agreement shall serve as her notice of resignation retroactive to June 10, 2015.
3. The Grievant agrees she will not now or in the future apply for or accept employment nor transfer to a position with the Carver College of Medicine, University of Iowa Health Care, or the University of Iowa Hospitals and Clinics in any capacity.
4. The Employer agrees to pay the Grievant in one (1) lump sum payment the amount of eight thousand dollars (\$8,000.00) less any state and federal taxes and FICA.
5. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
6. 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.

7. 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.
8. 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.
9. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 21<sup>st</sup> Day of March 2016.


FOR THE EMPLOYER:

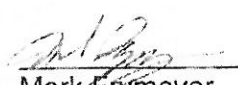
  
\_\_\_\_\_  
Timothy B. Cook                      3-24-16  
Associate Counsel                      Date  
BOR

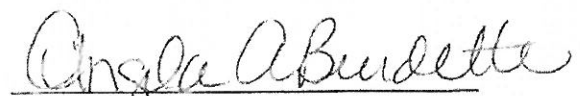
  
\_\_\_\_\_  
David Bergeon                      4/7/16  
Director Human Resources                      Date  
UI Health Care

  
\_\_\_\_\_  
Josey Bathke                      4/7/16  
Director, University Employee & Labor Relations                      Date  
SUI - University Human Resources

FOR THE UNION:

  
\_\_\_\_\_  
Todd Taylor                      3-23-16  
Staff Representative                      Date  
AFSCME Council 61

  
\_\_\_\_\_  
Mark Frymoyer                      3-22-16  
Chief of Staff                      Date  
AFSCME Council 61

  
\_\_\_\_\_  
Angela Burdette  
Grievant

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

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Subhash Sahal, Webster City  
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: Angela Burdette  
AFSCME #126890

Institutional Staff: Tim Cook, Associate Counsel, Board of Regents

#### Office of the Attorney General

Reviewed by (Print Name): Diane M. Stille  
Reviewer's Signature: [Signature]  
Date: 4/12/16 Reviewed:  Redacted:

Institution: University of Iowa  
Institutional Head's Printed Name: Bruce Harrold, President  
Institutional Head's Signature: [Signature]  
Date: 4/18/16 Approve:  Deny:

#### Board of Regents

Executive Director's Printed Name: Robert Donley  
Executive Director's Signature: [Signature]  
Date: 4.20.16 Approve:  Deny: