

**BOARD OF REGENTS, STATE OF IOWA
UNIVERSITY OF IOWA**

AND

UE LOCAL 896/COGS

SETTLEMENT AGREEMENT

The Board of Regents, State of Iowa and the University of Iowa, hereinafter Employer, and the United Electrical, Radio And Machine Workers of America, Local 896/COGS, hereinafter Union, enter into the following Agreement in full and final resolution of Grievance #98 which alleged a violation of Article VII of the 2011-2013 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the grievant, Jason Sprague, was alleged to have been overworked for the Fall 2013 semester. Based on this situation, the parties agree to the following:

1. The Employer agrees to pay the grievant in one (1) lump sum the amount of \$750 less the applicable federal and state taxes and FICA.
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 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.
4. 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.
5. This Agreement is subject to Open Records and is available for public inspection and copying.

Dated this 9th Day of June 2014

FOR THE EMPLOYER:

Thomas Evans 7/8/14
Thomas Evans Date
General Counsel
Board of Regents

Raul Curto 7/7/14
Raul Curto Date
Associate Dean, CLAS
University of Iowa

Josey Bathke 7/7/14
Josey Bathke Date
University HR
University of Iowa

FOR THE UNION:

Jennifer Marsh 7/3/14
Jennifer Marsh Date
Field Organizer
UE Local 896/COGS

Jason Sprague 7/2/2014
Jason Sprague Date
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

Bruce L. Rastetter, President, *Alden*
Katie S. Mulholland, President Pro Tem, *Marion*
Nicole C. Carroll, *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 Don'ey, 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: COGS Grievance #98 – Sprague Overwork

Institutional Staff: Tim Cook, BOR

Office of the Attorney General

Reviewed by (Print Name): Diane Stahle

Reviewer's Signature: *Diane M. Stahle*

Date: 6/26/14 11:00 AM Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Sally Mason

Institutional Head's Signature: *Sally Mason*

Date: 7/2/14 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Don'ey

Executive Director's Signature: *Robert Don'ey*

Date: 6.27.14 Approve: Deny: