

**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 Nos. 130616, 130613, 133592, and 133591) filed on behalf of Billie Grimes (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 multiple disciplinary actions and termination for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

1. The Employer will change Grievant's termination to a voluntary resignation effective August 22, 2017.
2. The Employer will return nine (9) days of pay to Grievant.
3. The Employer will no longer contest any claim Grievant makes in regard to unemployment benefits.
4. Grievant will not apply for; nor accept any position in the Emergency Department at University of Iowa Hospitals and Clinics. Should Grievant become employed in the Emergency Department at any time Grievant is subject to immediate termination.
5. Grievant will not apply for; nor accept any Nursing Assistant position at University of Iowa Hospitals and Clinics. Should Grievant become employed in such capacity at any time Grievant is subject to immediate termination.
6. Grievant is eligible to apply for Staff Nurse positions at University of Iowa Hospitals and Clinics, except in the Emergency Department, should Grievant possess the necessary qualifications for education and experience.
7. In consideration of the foregoing, the Union will withdraw the above mentioned grievances.
8. 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.
9. 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.
10. 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.

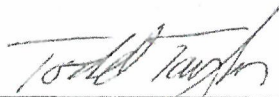
11. This settlement agreement is subject to Open Records and is available for public inspection and copying.

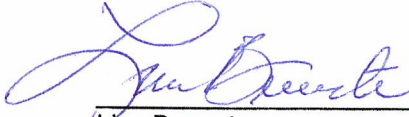
Dated this 9th day of November 2017.

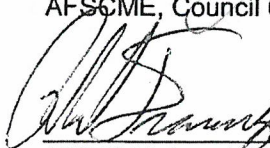
FOR THE UNIVERSITY:


FOR THE UNION:

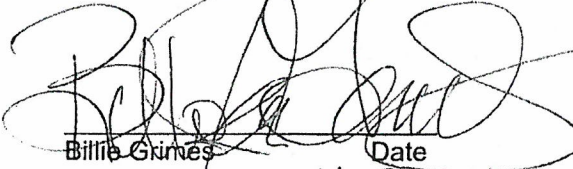
  
UIHC Date 11/23/17

  
Todd Taylor Date 11/20/17  
AFSCME, Council 61

  
Lisa Brewster Date 11/21/2017  
UI Health Care ELR

  
AFSCME, Local 42 Date 11/20/17

  
Shelley M. Stickfort Date 11-21-17  
University ELR

  
Billie Gurnes Date 11-20-17

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: Billie Grimes, AFSCME #130613, #130616, #133591, #133592 and termination

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

#### Office of the Attorney General

Reviewed by (Print Name): J. B. Thompson

Reviewer's Signature: [Signature]

Date: 1/22/18 Reviewed:  Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: J. Bruce Harreld

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: