

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 Philip Chopske, hereinafter Grievant, AFSCME Number 119965 alleging a violation of Article IV, Section 9 (Discipline and Discharge) of the 2013-15 Collective Bargaining Agreement between the parties.

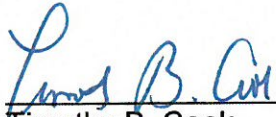
This agreement arose out of a situation in which the Grievant was discharged for violation of SUI policies. Based on this situation, the parties agree to the following:

1. The Employer agrees to change the discharge to a resignation retroactive to June 26, 2014.
2. The Grievant agrees this agreement shall serve as his notice of resignation retroactive to June 26, 2014.
3. SUI agrees the Grievant may attend classes if he meets admission requirements and matriculate from SUI if he meets graduation requirements.
4. The Grievant agrees as a student he will not participate in any clinical rotations or other on-site training occurring in any setting within the Department of Pathology.
5. The Grievant agrees he will not now or in the future apply for or accept employment with the University of Iowa in any capacity.
6. The Employer agrees to pay the Grievant in one (1) lump sum payment the amount of ten thousand dollars (\$10,000.00) less any state and federal taxes and FICA.
7. In consideration of the foregoing, the Union will withdraw the above referenced grievances.

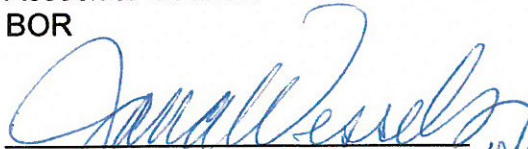
8. This settlement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
9. 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.
10. 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.
11. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 21st Day of September 2015.

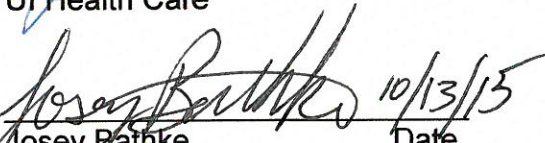
FOR THE EMPLOYER:



Timothy B. Cook Date 10-9-15
Associate Counsel
BOR




Jana Wessels Date 10/13/15
Associate Vice Presidents, Human Resources
UI Health Care



Josey Bathke Date 10/13/15
Director, University Employee & Labor Relations
SUI - University Human Resources

FOR THE UNION:



Todd Taylor Date 10-8-15
Staff Representative
AFSCME Council 61



Philip P. Chopske Date 10-8-2015
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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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 # 119965 – Philip Chopske

Institutional Staff: Tim Cook, BOR Associate Counsel

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahle

Reviewer's Signature: *Diane M. Stahle*

Date: 10-9-15 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Dean E. Robillard, M.D.

Institutional Head's Signature: *[Signature]*

Date: 10-15-15 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *[Signature]*

Date: 10.16.15 Approve: Deny: