

**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 a grievance (AFSMCE No. 120578 & 120579) filed on behalf of Elisa Forcht (Grievant) alleging a violation of Article IV, Section 9 of the 2013-15 collective bargaining agreement. This agreement arose out of a situation in which Elisa Forcht (Grievant) was disciplined with a written reprimand and a one day suspension for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

1. The written reprimand issued to the Grievant on February 21, 2014, shall be removed from the Grievant's personnel file.
2. The one (1) day suspension issued to the Grievant on February 27, 2014, shall be reduced to a written reprimand.
3. The Employer agrees to remove the written reprimand from Grievant's personnel file if Grievant has not received any additional discipline prior to February 27, 2015.
4. In consideration of the foregoing, the Union will withdraw the above mentioned grievances.
5. 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.
6. 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.
7. 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.
8. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 8th day of October 2014.

FOR THE UNIVERSITY:

[Signature]
UI Health Care

Date

12/9/14

[Signature]
UI Health Care

Date

12/10/14

[Signature]
Josey Bathke

Date

Director, University ELR

FOR THE UNION:

[Signature]
AFSCME, Council 61

Date

12/8/14

[Signature]
AFSCME, Local 12

Date

11/24/14

[Signature]
Elisa Forcht

Date

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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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 # 120578 & 120579 – Elisa Forcht

Institutional Staff: Nancy Kroeze, HR Specialist, University of Iowa Employee & Labor Relations

Office of the Attorney General

Reviewed by (Print Name): Diane Stahle
Reviewer's Signature: Diane M. Stahle
Date: 10/14/14 2:00 pm Reviewed: Redacted:

Institution: University of Iowa
Institutional Head's Printed Name: Sally Mason
Institutional Head's Signature: Sally Mason
Date: 10/21/14 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley
Executive Director's Signature: Robert Donley
Date: December 11, 2014 Approve: Deny: