

**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 grievances (AFSMCE No. 133569 and 133549) filed on behalf of Michelle Hengeveld (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 a 3-day suspension and a 5-day suspension for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

1. The Employer will reduce the three (3) day suspension to a one (1) day suspension.
2. The Employer will reduce the five (5) day suspension to a three (3) day suspension.
3. In consideration of the foregoing, the Union will withdraw the above mentioned grievances.
4. 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.
5. 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.
6. 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.
7. 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:

Kim J. Stout 11/22/17  
UIHC Date

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

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

FOR THE UNION:

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

John J. [unclear] 11/20/17  
AFSCME, Local 12 Date

Michelle Hengeveld 11-20-17  
Michelle Hengeveld 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



Michael J. Richards, MD, President, *West Des Moines*  
Patty Cownie, President Pro Tem, *Des Moines*  
Sherry Bates, *Scranton*  
Nancy Boettger, *Harlan*  
Milt Dakovich, *Waterloo*  
Nancy Dunkel, *Dyersville*  
Rachael Johnson, *Sloux City*  
Larry McKibben, JD, *Marshalltown*  
Subhash Sahai, MD, *Webster City*  
Mark Braun, Executive Director

**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: Michelle Hengeveld, AFSCME # 133549 and # 133569

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

**Office of the Attorney General**

Reviewed by (Print Name): Jeff Thompson  
Reviewer's Signature: [Signature]  
Date: 1/22/18 Reviewed:  Redacted:

Institution: University of Iowa  
Institutional Head's Printed Name: J. Bruce Harrell  
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: