

THE UNIVERSITY OF IOWA
AND
AFSCME/IOWA COUNCIL 61 & LOCAL 12
SETTLEMENT AGREEMENT

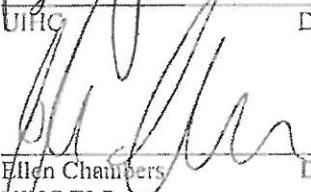
The University of Iowa (hereinafter Employer) and American Federation of State, County, and Municipal Employees Iowa Council 61 and Local 12 (hereinafter Union) enter into the following agreement regarding two (2) grievances (AFSCME Nos. 120223 and 121106) filed on behalf of Jon James (hereinafter Grievant) alleging a violation of Article IV, Section 9 of the 2013-15 collective bargaining agreement. This agreement arose out of a situation in which Grievant was disciplined with a one (1) day and a three (3) day suspension for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

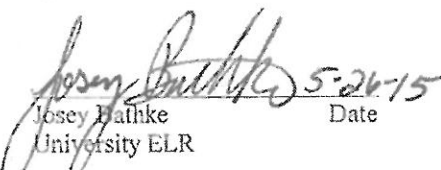
1. The three (3) day suspension issued to the Grievant on June 19, 2014, shall be reduced to a one (1) day suspension. The one (1) day suspension issued to Grievant on May 19, 2014 will remain unchanged.
2. Employer will reimburse Grievant for two (2) days of pay.
3. In consideration of the foregoing, the Union will withdraw the above referenced grievances.
4. This agreement is a good faith settlement of all issues arising from the above referenced grievances. 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 Executive Order 85 and must be approved by the President of the University of Iowa and the Executive Director of the Board of Regents 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 7th day of January, 2015.

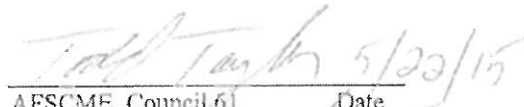
FOR THE UNIVERSITY:

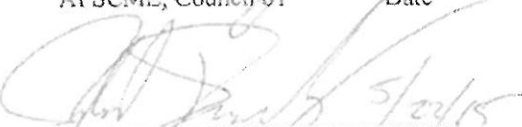
 5-27-15
UIHC Date

 5.22.15
Ellen Chambers Date
UIHC ELR

 5-26-15
Josey Balhke Date
University ELR

FOR THE UNION:

 5/22/15
AFSCME, Council 61 Date

 5/22/15
AFSCME, Local 12 Date

 5/19/15
Jon James 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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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: Jon James
AFSCME #'s 120223 and 121106

Institutional Staff: Ellen Chambers, Director, Employee & Labor Relations, Health Care
Human Resources, University of Iowa

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stahle
Reviewer's Signature: *Diane M. Stahle*
Date: 1/21/15 Reviewed: Redacted:

Institution: University of Iowa
Institutional Head's Printed Name: Sally Mason
Institutional Head's Signature: *Sally Mason*
Date: 4/23/15 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley
Executive Director's Signature: *Robert Donley*
Date: 5.27.15 Approve: Deny: