

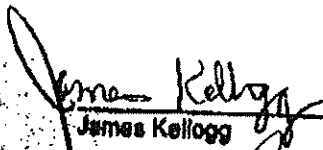
THE UNIVERSITY OF IOWA AND  
AFSCME/IOWA COUNCIL 61  
AND LOCAL 12  
SETTLEMENT AGREEMENT

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 127919) filed on behalf of Kymm Loeffler (Grievant) alleging a violation of Article IV Section 9 of the 2015-17 collective bargaining agreement. This agreement arose out of a situation in which Grievant was disciplined with a five day suspension for an alleged violation of an Employer work rule. Based on this situation, the parties agree to the following

1. The Employer agrees to return the five days of suspension pay
2. In consideration of the foregoing the Union will withdraw the above mentioned grievance
3. 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
4. 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.
5. 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.
6. This settlement agreement is subject to Open Records and is available for public inspection and copying.

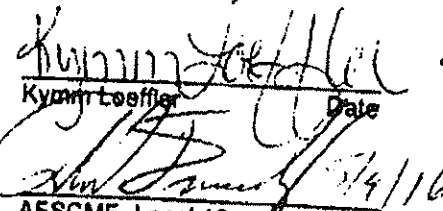
Dated this 22nd day of February 2016.

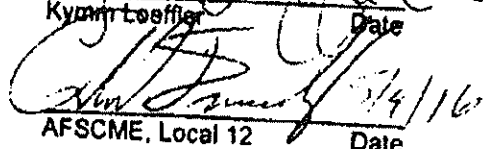
FOR THE UNIVERSITY:

  
James Kellogg  
Date 5 May, 16

  
Jesse Bathka  
University ELR  
Date 5-5-16

FOR THE UNION:

  
Kymm Loeffler  
Date 5-1-2016

  
AFSCME, Local 12  
Date 5/4/16

  
AFSCME, Council 61  
Date 5/4/16

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

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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: Kymm Loeffler  
AFSCME #127919

Institutional Staff: Josey Bathke, SUI Director, University Employee & Labor Relations

#### Office of the Attorney General

Reviewed by (Print Name): Dane M. Stahle

Reviewer's Signature: *Dane M. Stahle*

Date: 4/12/16

Reviewed:  Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Bruce Harrold, President

Institutional Head's Signature: *Bruce Harrold*

Date: 4/18/16

Approve:  Deny:

#### Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 5.5.16

Approve:  Deny: