

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 grievances filed on behalf of Julie Van Dyke, hereinafter Grievant, AFSCME Numbers 117490 and 121096 alleging a violations of Article IV, Section 9 (Discipline and Discharge) of the 20013-15 Collective Bargaining Agreement between the parties.

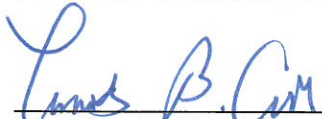
This agreement arose out of a situation in which the Grievant received a five (5) day suspension and was later discharged for violation of SUI policies and work rules. Based on this situation, the parties agree to the following:

1. The five (5) day suspension and discharge will be reduced to a three (3) day suspension.
2. The Grievant will be reinstated to employment on Monday, November 2, 2015, as a Secretary III in the Department of Risk Management, Insurance & Loss Prevention with a seniority date of May 1, 2000.
3. The Employer will restore the Grievant's sick leave accruals she had as of January 23, 2014, and will provide the Grievant with vacation and sick leave accruals at the appropriate accrual rate for the period of time from January 23, 2014, until November 2, 2015.
4. The Employer agrees to pay the Grievant in one (1) lump sum payment the amount of seventy-five thousand dollars (\$75,000.00) less any state and federal taxes and FICA.
5. In consideration of the foregoing, the Union will withdraw the above referenced grievances.
6. 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.


7. 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.
8. 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.
9. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 7th Day of October 2015.

FOR THE EMPLOYER:



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

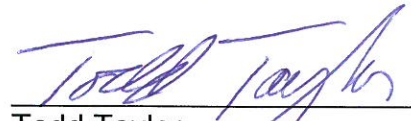


Debby Zumbach 10/12/15 Date
Interim Ass't VP, Director of Purch. & Bus. Serv.
SUI



Josey Bathke 10/12/15 Date
Director, University Employee and Labor Relations

FOR THE UNION:



Todd Taylor 10/9/15 Date
Staff Representative
AFSCME Council 61



Julie Van Dyke 10/8/2015 Date
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



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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 # 117490 & 121096 – Julie Van Dyke

Institutional Staff: Tim Cook, BOR Associate Counsel

Office of the Attorney General

Reviewed by (Print Name): Diane M. Stabile

Reviewer's Signature: [Signature]

Date: 10-8-15 Reviewed: Redacted:

Institution: University of Iowa

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

Institutional Head's Signature: [Signature]

Date: 10-15-15 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Executive Director Robert Donley

Executive Director's Signature: [Signature]

Date: 10.16.15 Approve: Deny: