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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: Shawn Reinier, AFSCME # 113150, #113152, #133574

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: 4/20/17 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: J. Bruce Harrell

Institutional Head's Signature: [Signature]

Date: 5/4/17 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: [Signature]

Date: 5.11.17 Approve: Deny:

**THE UNIVERSITY OF IOWA
AND
AFSCME/IOWA COUNCIL 61
LOCAL 12**

SETTLEMENT AGREEMENT

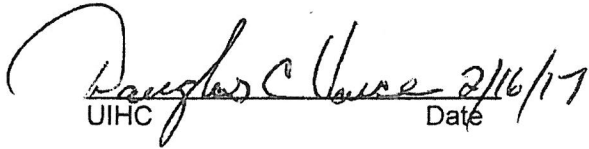
The University of Iowa (Employer) and American Federation of State, County, and Municipal Employees Iowa Council 61 (Union) enter into the following agreement regarding grievances (AFSMCE Nos. 113150, 113152, 133574) filed on behalf of Shawn Reinier (Grievant) alleging violations of Article IV, Section 9 of the 2015-17 collective bargaining agreement. This agreement arose out of situations in which Grievant was disciplined and terminated from his position effective November 16, 2016, for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

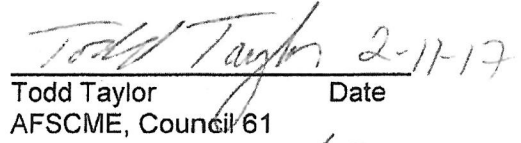
1. The Employer will change Grievant's termination to a voluntary resignation effective November 16, 2016.
2. Grievant will not apply for, nor accept any position in University of Iowa Hospitals and Clinics (UIHC). Should he become employed at UIHC at any time he would be subject to immediate termination.
3. Upon completion of the Executive Order 85 process, Grievant will be eligible to apply for positions at the University of Iowa outside of health care.
4. Employer will return eight (8) days of pay to Grievant at the rate he was earning on August 20, 2016.
5. Employer will remove the notice of discipline for the three-day and five-day suspensions from Grievant's personnel file.
6. In consideration of the foregoing, the Union will withdraw the above mentioned grievances.
7. This agreement is a good faith settlement of all issues arising from the 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 grievances.
8. 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.
9. 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.
10. This settlement agreement is subject to Open Records and is available for public inspection and copying.

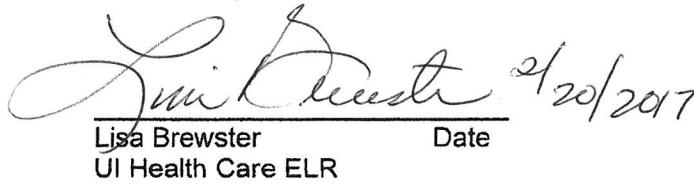
Dated this 10th day of February 2017.

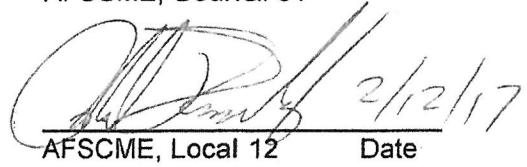
FOR THE UNIVERSITY:

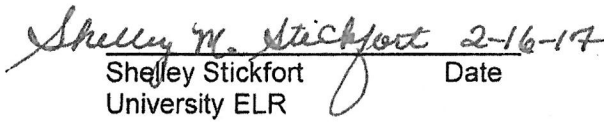
FOR THE UNION:

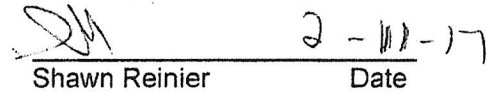

UIHC 2/16/17
Date


Todd Taylor 2-17-17
Date
AFSCME, Council 61


Lisa Brewster 2/20/2017
Date
UI Health Care ELR


2/12/17
Date
AFSCME, Local 12


Shelley M. Stickfort 2-16-17
Date
University ELR


2-11-17
Date
Shawn Reinier