THE UNIVERSITY OF IOWA SETTLEMENT AGREEMENT

This agreement arose out of a situation in which Roberto Jimenez (Employee) was disciplined for cause. Based on these facts, Employee and representatives of the American Federation of State, County, and Municipal Employees Iowa Council 61 (Union) and the University of Iowa (Employer) agree to the following terms and conditions in full and final resolution of the grievance filed by Employee, AFSCME Number 120208 alleging a violation of Article IV, Section 9 of the 2011-13 Collective Bargaining Agreement (CBA) between the parties:

- 1. The parties agree that the one day suspension will remain in the Employee's disciplinary file for 21 months from the date of the original discipline, which was December 3, 2012, and may be considered in future disciplinary situations in accordance with the CBA.
- 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 Employee'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.

Dated this 11th day of October 2013.

FOR THE UNIVERSITY:

Don Guckelt Date

Assoc. VP and Director, Facilities Management

Assoc. VP and Director, Facilities Management

Josey Bathke Date

Director, University ELR

FOR THE UNION:

Todd Taylor AFSCME, Council 61

Dollar

AFSCME, Local 12

Roberto Jiminez, Grievant

Date

Governing lowa'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



Bruce L Rastetter, President, Alden Katie S. Mulholland, President Pro Tem, Marion Nicole C. Carroll, Carroll Mill J. Dakovich, Waterloo Robert N. Downer, Jowa City Ruth R. Harkin, Cumming Larry E. McKibben, Marshalllown Subhash C. Sahai, Webster City Hannah M. Walsh, Spirit Lake

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 #120208 - Roberto Jiminez
In the three Court In the Property II the Prop
Institutional Staff: Josey Bathke, Director, University of Iowa Employee & Labor Relations
Office of the Attorney General
Reviewed by (Print Name): Dane Stable
Reviewer's Signature:
Date: 10/8/14 5:00 Am Reviewed: Redacted:
Institution: University of Isua
Institutional Head's Printed Name: Sally Mason
Institutional Head's Signature:
Date: 10/10/14 Approve: Deny:
Board of Regents
Executive Director's Printed Name:
Executive Director's Signature:
Date: