

BOARD OF REGENTS, STATE OF IOWA

AND

AFSCME/IOWA COUNCIL 61

SETTLEMENT AGREEMENT

The State of Iowa, Board of Regents (BOR), University of Northern Iowa (UNI), hereinafter Employer, and the American Federation of State, County, and Municipal Employees (AFSCME) Iowa Council 61, hereinafter Union, enter into the following agreement regarding grievances, AFSCME No. 129503, filed on behalf of Lori Shannon, hereinafter Grievant, alleging a violation of Article IV, Section 9 of the 2015-2017 collective bargaining agreement.

This agreement arose out of the mutual interest of the parties to resolve the alleged violation of the collective bargaining agreement involving the Grievant. Based on this situation, the parties agree to the following:

1. UNI shall change the reason for separation from employment from discharge for just cause to a voluntary resignation effective August 14, 2015.
2. UNI will pay in one lump sum the gross amount of three thousand dollars (\$3,000.00) to the Grievant.
3. For reference requests UNI shall provide only the dates of employment, positions held and salary earned for the Grievant.
4. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
5. This Agreement is a good faith settlement of all issues identified as part of the aforementioned grievance. No promises for any other or future consideration has been made by anyone. The above consideration is all that will be received for the Grievant's claims in the grievance.
6. 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.
7. 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 Northern Iowa and reviewed by the

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: Lori Shannon
AFSCME #129503

Institutional Staff: Tim Cook, BOR Associate Counsel

Office of the Attorney General

Reviewed by (Print Name): Jeff Thompson

Reviewer's Signature: [Signature]

Date: 12/29/16 Reviewed: Redacted:

Institution: University of Northern Iowa

Institutional Head's Printed Name: Jim Wohlpart

Institutional Head's Signature: [Signature]

Date: 1/4/2016 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: [Signature]

Date: 1.4.17 Approve: Deny: