

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

**SETTLEMENT AGREEMENT**

The University of Iowa, hereinafter Employer, and American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following agreement regarding grievances (AFSMCE No. 126791) filed on behalf of Eugene Gills, hereinafter Grievant, alleging a violation of Article IV, Section 9 of the 2015-17 collective bargaining agreements. This agreement arose out of a situation in which Grievant received a three (3) day suspension for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

1. Employer will reimburse Grievant for three (3) days of pay with regard to the three (3) day suspension issued to Grievant on September 15, 2015.
2. Employer will remove the 3-day suspension from Grievant's personnel file on September 30, 2016 unless other discipline is issued prior to that date.
3. In consideration of the foregoing, the Union will withdraw the above mentioned grievance.
4. 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.
5. 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.
6. 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.
7. This settlement agreement is subject to Open Records and is available for public inspection and copying.

\*SIGNATURES ON FOLLOWING PAGE\*

Dated this 7th day of April 2016.

FOR THE UNIVERSITY:

FOR THE UNION:

Martin Hofer 5/18/2016  
UIHC Date

Todd Taylor 5-27-16  
Todd Taylor Date  
AFSCME, Council 61

Lisa Brewster 5/18/2016  
Lisa Brewster Date  
UI Health Care ELR

Ronald W. Kemms 5-27-16  
AFSCME, Local 12 Date

Josey Bathke 5/24/16  
Josey Bathke NK Date  
University ELR

Eugene Gills 5-27-16  
Eugene Gills Date  
Grievant

Tim Cook 6-3-16  
Tim Cook Date  
Board of Regents

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: Eugene Gills  
AFSCME Grievance #126791

Institutional Staff: Lisa Brewster, Employee, Faculty & Labor Relations  
UI Health Care

#### Office of the Attorney General

Reviewed by (Print Name): Diane Stalle  
Reviewer's Signature: *Diane M. Stalle*  
Date: 5/3/16 Reviewed:  Redacted:

Institution: University of Iowa  
Institutional Head's Printed Name: J. Bruce Harvold  
Institutional Head's Signature: *J. B. Harvold*  
Date: 5/12/16 Approve:  Deny:

#### Board of Regents

Executive Director's Printed Name: Robert Donley  
Executive Director's Signature: *Robert Donley*  
Date: 5.18.16 Approve:  Deny: