

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

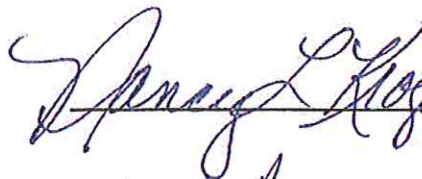
The University of Iowa (Employer) and American Federation of State, County, and Municipal Employees Iowa Council 61 (Union) enter into the following agreement regarding grievance (AFSMCE No. 126854) filed on behalf of Daniel McElderry (Grievant) alleging a violation of Article IV, Section 9 of the 2015-17 collective bargaining agreement. This agreement arose out of a situation in which Grievant was disciplined with a three day suspension for an alleged violation of an Employer work rule. Based on this situation, the parties agree to the following:

1. The Employer agrees that if Grievant does not receive any additional discipline prior to March 1, 2016, the three day suspension will be removed from his personnel file and the appropriate pay returned.
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 Grievant'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.
5. 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.
6. This settlement agreement is subject to Open Records and is available for public inspection and copying.

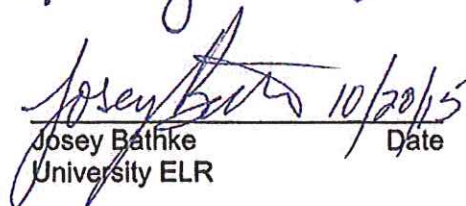
Dated this 10th day of August 2015.

FOR THE UNIVERSITY:


FOR THE UNION:




Dan L. Hoeg 10/28/15
Date



Josey Bathke 10/20/15
University ELR Date



Daniel McElderry 11/20/15
Date



AFSCME, Local 12 11/23/15
Date



AFSCME, Council 61 12/11/15
Date

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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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: Daniel McElderry
AFSCME #126854

Institutional Staff: Josey Bathke, SUJ Director, University Employee & Labor Relations

Office of the Attorney General

Reviewed by (Print Name): Diane Stahle

Reviewer's Signature: *Diane M. Stahle*

Date: 2/29/16

Reviewed:

Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Bruce Starreld, President

Institutional Head's Signature: *J. Starreld*

Date: March 2, 2016

Approve:

Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 3.7.14

Approve:

Deny: