

**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**
STATE OF IOWA

Michael J. Richards, President, *West Des Moines*
Patty Cowrie, President Pro Tem, *Des Moines*
Sherry Bates, *Scranton*
Nancy Boettger, *Harlan*
Milt Dakovich, *Waterloo*
Nancy Dunkel, *Dyersville*
Rachael Johnson, *Sioux City*
Larry McKibben, *Marshalltown*
Subhash Sehgal, *Webster City*

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: **William Skinner, AFSCME #'s 133519 & 133570**

Institutional Staff: **Lisa Brewster, UI Health Care
Employee and Labor Relations**

Office of the Attorney General

Reviewed by (Print Name): Jeff Thompson
Reviewer's Signature: [Signature]
Date: 6/6/17 Reviewed: Redacted:

Institution: University of Iowa
Institutional Head's Printed Name: J. Bruce Harvold
Institutional Head's Signature: [Signature]
Date: 6/9/17 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Mark Brown
Executive Director's Signature: [Signature]
Date: 6/12/17 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 No. 133570 and No. 133519) filed on behalf of William Skinner (Grievant) alleging a violation 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 22, 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 22, 2016.
2. The Employer will pay Grievant \$1000.00 (one thousand dollars). Taxes shall be withheld from this compensation as required by law.
3. Grievant will not apply for, nor accept any position at Employer at any time now or in the future. Should he become employed at Employer at any time he would be subject to immediate termination.
4. The Employer will provide a reference through the Work Number 1-800-996-7566 with University Identification Number 13072. Grievant must provide this information to prospective employers.
5. In consideration of the foregoing, the Union will withdraw the above mentioned grievances.
6. 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.
7. 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.
8. 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.
9. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 10th day of March 2017.

FOR THE UNIVERSITY:

FOR THE UNION:

BTMONTG 5-11-17
UIHC Date

Todd Taylor 5/10/17
Todd Taylor Date
AFSCME, Council 61

Lisa Brewster 5/11/2017
Lisa Brewster Date
UI Health Care ELR

Gabe Smith 5/10/17
AFSCME, Local 12 Date

Shelley M. Stickfort 5-11-17
Shelley Stickfort Date
University ELR

William Skinner 5-10-17
William Skinner Date