



**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 DAS-Communications in the Hoover Building for routing/final distribution. \*\* If "denied," please return to DAS-Communications.

In the matter of: Amanda Bleber (AFS Nos. 101228, 99142/DAS Nos. 13-0442, 13-0609)

LRT Staff: Jeff Edgar

Agency/Department: Public Safety

Director's Printed Name: Roxann Ryan

Director's Signature: *Roxann Ryan*

Date: 07/27/2015 Approve:  Deny:

**Department of Administrative Services**

Director's Printed Name: Janet Phipps

Director's Signature: *Janet Phipps*

Date: 08/03/2015 Approve:  Deny:

**Department of Management**

Director's Printed Name: David Roederer

Director's Signature: *David Roederer*

Date: 8/5/15 Approve:  Deny:

**Office of the Attorney General**

Reviewed by (Print Name): Wesley Thompson

Reviewer's Signature: *Wesley Thompson*

Date: 8/10/15 Reviewed:  Redacted:

**STATE OF IOWA  
AND  
AFSCME IOWA COUNCIL 61**

**SETTLEMENT AGREEMENT**

The State of Iowa, Department of Administrative Services and Department of Public Safety, hereinafter the State, and AFSCME Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievances filed by Amanda Bleber, hereinafter the Grievant, AFSCME 101228, 99142/DAS No. Nos. 13-0442, 13-0609, that alleged violations of the 2013-2015 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which a rebid occurred for dispatchers at the Cedar Rapids communication center. The parties have agreed to the following:

1. Management will follow the language set forth in Article VII of the collective bargaining agreement.
2. In consideration of the foregoing, the Union withdraws the above referenced grievance.
3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this grievance.
4. 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 grievances, arbitration, litigation or other proceedings in the future.
5. This Settlement Agreement is subject to Open Records and is available for public inspection and copying.
6. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 86.

FOR THE STATE:

FOR THE UNION:

APPROVED AS TO FORM

Jeff Edgar      6/4/15  
Jeff Edgar      Date  
Labor Relations Specialist  
Iowa Department of Administrative Services

Earlene Anderson      6-28-15  
Earlene Anderson      Date  
Staff Representative

Chai M. Paulson      6-4-15  
Department of Public Safety      Date

Iowa Department of Administrative Services

Governor Terry E. Branstad  
Lt. Governor Kim Reynolds

Service • Efficiency • Value

Janet Phipps, Director

# DAS

## 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 DAS-Communications in the Hoover Building for routing/final distribution.\*\* If "denied," please return to DAS-Communications.

In the matter of: <b>Don Schmidt AFSCME No. 123469/DAS No. 15-0049</b>	
LRT Staff: <b>Karin Gregor</b>	
Agency/Department: <b>Iowa Veterans Home</b>	
Director's Printed Name: <b>Commandant Jodi Tymeson</b>	
Director's Signature: <u><i>Jodi S. Tymeson</i></u>	
Date: <u>09/29/2015</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Department of Administrative Services	
Director's Printed Name: <b>Janet E. Phipps</b>	
Director's Signature: <u><i>Janet E. Phipps</i></u>	
Date: <u>09/30/2015</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Department of Management	
Director's Printed Name: <b>David Roederer</b>	
Director's Signature: <u><i>David Roederer</i></u>	
Date: <u>9/30/15</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Office of the Attorney General	
Reviewed by (Print Name): <u><i>Stacy Thompson</i></u>	
Reviewer's Signature: <u><i>[Signature]</i></u>	
Date: <u>10/5/15</u>	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

STATE OF IOWA  
AND  
AFSCME Council 61

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and Iowa Veterans Home, hereinafter the State, and the AFSCME Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance(s) filed by Don Schmidt, hereinafter the Grievant, AFSCME No. 123459 /DAS No. 15-0049, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2013-2015 Collective Bargaining Agreement between the parties.

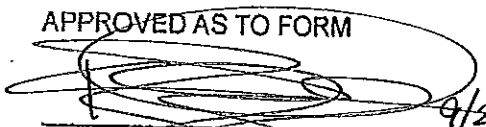
This Settlement arose out of Grievant's discharge from employment with the State on or about July 15, 2014. The parties have agreed to the following:

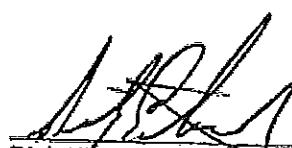
1. Upon execution of this Agreement, the July 15, 2014 termination letter in Grievant's file will be removed and replaced with this Agreement, which shall constitute his voluntary resignation without backpay.
2. In consideration of the foregoing, the Union withdraws the above referenced grievance.
3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this grievance.
4. 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 grievances, arbitration, litigation or other proceedings in the future.
5. This settlement agreement is subject to Open Records and is available for public inspection and copying.

FOR THE STATE

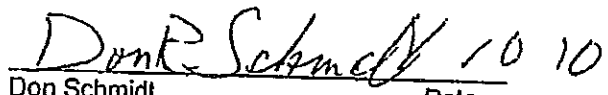
FOR THE UNION:

APPROVED AS TO FORM

  
Michelle Grau Karin Gregor Date  
Labor Relations Attorney (DOP/RE/General) 9/28/15  
Iowa Department of Administrative Services Council

  
Rick Elander Date  
Union Representative

  
Penny Cutler-Bernandez Date  
Iowa Veterans Home

  
Don Schmidt Date  
Grievant 10 10 14



Iowa Department of Administrative Services

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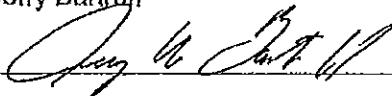
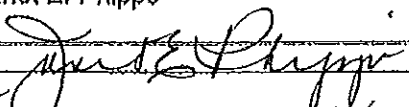
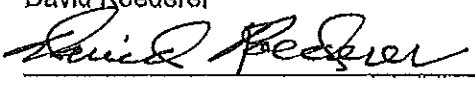
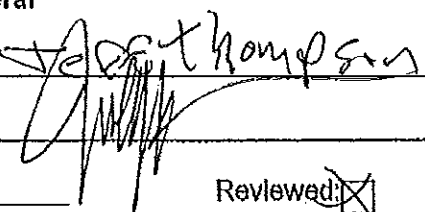
Governor Terry E. Branstad

Lt. Governor Kim Reynolds

Janet Phipps, Director

### 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 DAS-Communications in the Hoover Building for routing/final distribution. \*\* If "denied," please return to DAS-Communications.

In the matter of: Lars Rude DAS #14-0485; UE/IUP #14-017	
LRT Staff: Jeffrey Edgar	
Agency/Department: Department of Corrections	
Director's Printed Name: Director Jerry Bartruff	
Director's Signature:	
Date: <u>9-16-15</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Department of Administrative Services	
Director's Printed Name: Janet E. Phipps	
Director's Signature:	
Date: <u>09/17/2015</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Department of Management	
Director's Printed Name: David Roederer	
Director's Signature:	
Date: <u>9/17/15</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Office of the Attorney General	
Reviewed by (Print Name):	<u>Jeff Thompson</u>
Reviewer's Signature:	
Date: <u>10/8/15</u>	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

STATE OF IOWA  
AND  
UE LOCAL 893  
IOWA UNITED PROFESSIONALS

SETTLEMENT AGREEMENT

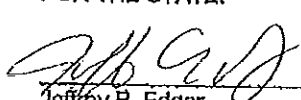
The State of Iowa, Department of Administrative Services and the Department of Corrections (Mount Pleasant Correctional Facility), hereinafter the State, and UE/IUP Local 893 Iowa United Professionals, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Lars Rude, hereinafter the Grievant, IDAS# 14-0455; IUP 14-017 that alleged a violation of Article IV, Section 11 (Discipline and Discharge) of the 2013 - 2015 Collective Bargaining Agreement between the parties.

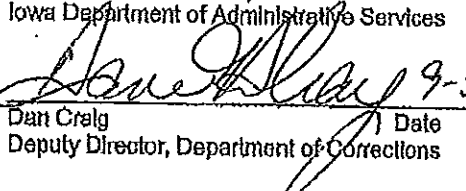
This Settlement arose out of a situation in which the Grievant was terminated from state employment on April 4, 2014. The parties have agreed to the following:

1. Grievant's termination shall be reduced to a three (3) day suspension. If no further discipline occurs within one year of Grievant's reinstatement to employment then the three (3) day suspension shall be removed from his personnel file. No payment of back pay, attorneys' fees or pension contributions are contemplated by this reduction in discipline.
2. Within two (2) weeks of full execution of this Agreement, Grievant shall be reinstated to the position of Correctional Counselor (pay grade 28) at the Iowa State Penitentiary.
3. The Grievant's seniority date will be restored to November 2, 2007.
4. The Grievant will be reimbursed eighty (80) hours of vacation leave accruals and ninety six (96) hours of sick leave accruals upon employment reinstatement.
5. Grievant will be barred from seeking future transfers and employment opportunities at the Mount Pleasant Correctional Facility.
6. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 85.
7. In consideration of the foregoing, the Grievant withdraws the above referenced grievance.
8. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this grievance.
9. 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 grievances, arbitration, litigation or other proceedings in the future.
10. This settlement agreement is subject to Open Records and is available for public inspection and copying.

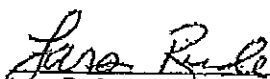
APPROVED AS TO FORM

FOR THE STATE:

 9/8/15  
\_\_\_\_\_  
Jeffrey R. Edgar Date  
Labor Relations Attorney  
Iowa Department of Administrative Services

 9-3-15  
\_\_\_\_\_  
Dan Craig Date  
Deputy Director, Department of Corrections

FOR THE GRIEVANT:

 9/2/15  
\_\_\_\_\_  
Lars Rude Date  
Grievant

 9-2-2015  
\_\_\_\_\_  
Michael Hansen, Representative Date  
Iowa United Professionals



Iowa Department of Administrative Services

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Lt. Governor Kim Reynolds

Janet Phipps, Director

### 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 DAS-Communications in the Hoover Building for routing/final distribution.\*\* If "denied," please return to DAS-Communications.

In the matter of: Crystal McCann AFSCME No. 120851/DAS No. 14-0123	
LRT Staff: Tamara Knight	
Agency/Department: Glenwood Resource Center – Department of Human Services	
Director's Printed Name: Charles Palmer	
Director's Signature: <u>Charles Palmer</u>	
Date: <u>10-5-15</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Department of Administrative Services	
Director's Printed Name: Janet E. Phipps	
Director's Signature: <u>Janet E. Phipps</u>	
Date: <u>10/13/2015</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Department of Management	
Director's Printed Name: David Roederer	
Director's Signature: <u>David Roederer</u>	
Date: <u>10/14/15</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Office of the Attorney General	
Reviewed by (Print Name): <u>Jessie Thompson</u>	
Reviewer's Signature: <u>Jessie Thompson</u>	
Date: <u>10/23/15</u>	Reviewed: <input type="checkbox"/> Redacted: <input checked="" type="checkbox"/>

STATE OF IOWA  
AND  
AFSCME IOWA COUNCIL 61

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and Iowa Department of Human Services - Glenwood Resource Center, hereinafter the State, and the AFSCME Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance(s) filed by Crystal McCann, hereinafter the Grievant, AFSCME No. 120851/DAS No. 14-0123, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2013-2015 Collective Bargaining Agreement between the parties.

This Settlement arose out of a ten (10) day suspension without pay issued to Grievant on or about August 22, 2013. The parties have agreed to the following:

1. The subject discipline shall be reduced from a ten (10) day suspension to a three (3) day suspension.
2. Grievant shall not receive any back pay or accruals as a result of the reduction described in paragraph 1.
3. [REDACTED]

~~4. In consideration of the foregoing, the Union withdraws the above referenced grievance.~~

~~5. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this 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 grievances, arbitration, litigation or other proceedings in the future.~~

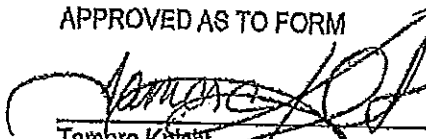
~~7. This Settlement Agreement is subject to Open Records and is available for public inspection and copying.~~

~~8. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 85.~~


FOR THE STATE:

FOR THE UNION:


APPROVED AS TO FORM

  
\_\_\_\_\_  
Tamara Knight  
Labor Relations Attorney  
Iowa Department of Administrative Services

10/2/15  
Date

  
\_\_\_\_\_  
Julie Dake-Abel  
AFSCME Staff Representative

9/22/15  
Date

  
\_\_\_\_\_  
Rick Shults  
DHS Administrator - MHDS

10/2/2015  
Date

  
\_\_\_\_\_  
Crystal McCann  
Grievant

9-22-15  
Date



Iowa Department of Administrative Services  
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Governor Terry E. Branstad  
 Lt. Governor Kim Reynolds  
 Janet Phipps, Director

**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 DAS-Communications in the Hoover Building for routing/final distribution.\*\* If "denied," please return to DAS-Communications.*

In the matter of: Holly Kohl AFSCME No. #120481, 120483, 120485 /  
 DAS No. # 15-0198, 15-0199, 15-0266

LRT Staff: Tamara Knight

Agency/Department: Child Support Recovery Unit / Department of Human Services

Director's Printed Name: Charles Palmer

Director's Signature: *Charles Palmer*

Date: 11-13-15 Approve:  Deny:

Department of Administrative Services

Director's Printed Name: Janet E. Phipps

Director's Signature: *Janet E. Phipps*

Date: 11/16/2015 Approve:  Deny:

Department of Management

Director's Printed Name: David Roederer

Director's Signature: *David Roederer*

Date: 11/20/2015 Approve:  Deny:

Office of the Attorney General

Reviewed by (Print Name): Jeff Thompson

Reviewer's Signature: *Jeff Thompson*

Date: 11/25/15 Reviewed:  Redacted:

STATE OF IOWA  
AND  
AFSCME IOWA COUNSEL 61

SETTLEMENT AGREEMENT

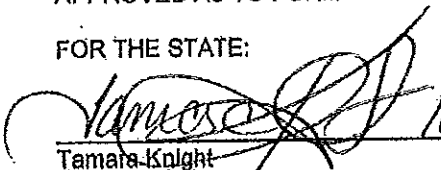
The State of Iowa, Department of Administrative Services and the Department of Human Services – Child Support Recovery Unit; hereinafter the State, and AFSCME Council 61, hereinafter Union, and enter into the following Agreement in full and final resolution of three AFSCME grievances filed on behalf of Holly Kohl, hereinafter Grievant: IDAS# 15-0198, AFSCME 120481; IDAS# 15-0199, AFSCME 120483; IDAS# 15-0266, AFSCME 120485

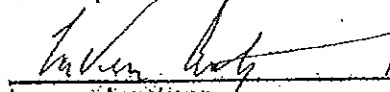
This Settlement arose out of a situation in which the Grievant was successively issued three, five, and ten day unpaid suspensions on September 29, 2014, November 19, 2014 and December 22, 2014 respectively. The parties have agreed to the following:

1. Pursuant to a Grievance Resolution Improvement Process (G.R.I.P) meeting on June 11, 2015, a grievance regarding a one day suspension received by Grievant was resolved by removing the discipline from the Grievant's file. Accordingly, the subsequent progressive discipline received by the Grievant as identified above shall be reduced as follows: the three day unpaid suspension shall be reduced to a one day unpaid suspension; the five day unpaid suspension shall be reduced to a three day unpaid suspension; and the ten day unpaid suspension shall be reduced to a five day unpaid suspension.
2. As a result of the reductions referenced in paragraph 1, Grievant shall receive back pay proportionate to the respective reduction at the rate she was earning at the time she received the discipline. Grievant shall also receive appropriate accruals associated with the reduction in discipline.
3. In consideration of the foregoing, the Grievant and the Union agree to withdraw the above referenced grievances.
4. The parties agree that this settlement agreement is not fully executed until all of the signatures on the State's Routing/Review Approval of Personnel Settlement as required by Executive Order 85 have been obtained.
5. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievances. No promises of any other or further 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 this 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 grievances, arbitration, litigation or other proceedings in the future.
7. This settlement agreement is subject to Open Records and is available for public inspection and copying.

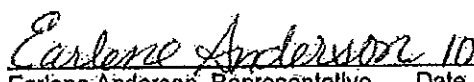
APPROVED AS TO FORM

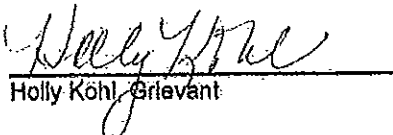
FOR THE STATE:

  
\_\_\_\_\_  
Date 10/21/15  
Tamara Knight  
Labor Relations Attorney  
Iowa Department of Administrative Services

  
\_\_\_\_\_  
Date 11-5-15  
Laverne Armstrong  
DHS- Child Support Recovery Unit

FOR THE UNION:

  
\_\_\_\_\_  
Date 10/8/15  
Earlene Anderson, Representative  
AFSCME Council 61

  
\_\_\_\_\_  
Date 10/12/15  
Holly Kohl, Grievant



Iowa Department of Administrative Services  
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Governor Terry E. Branstad  
Lt. Governor Kim Reynolds  
Janet Phipps, Director

**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 DAS-Communications in the Hoover Building for routing/final distribution.\*\* If "denied," please return to DAS-Communications.

In the matter of: Kristina Hollingshead (née McFarland) PERB no. 100028/NC No. 15-0007/DAS No. 15-0139  
LRT Staff: Tamara Knight

Agency/Department: Woodward Resource Center – Department of Human Services

Director's Printed Name: Charles Palmer

Director's Signature: *Charles Palmer*

Date: 11-24-15

Approve:

Deny:

Department of Administrative Services

Director's Printed Name: Janet E. Phipps

Director's Signature: *Janet E. Phipps*

Date: 11/25/2015

Approve:

Deny:

Department of Management

Director's Printed Name: David Reederer

Director's Signature: *David Reederer*

Date: 12/1/15

Approve:

Deny:

Office of the Attorney General

Reviewed by (Print Name): Jeff Thompson

Reviewer's Signature: *Jeff Thompson*

Date: 5/8/15

Reviewed:

Redacted:  *XMD*

STATE OF IOWA

NON-CONTRACT SETTLEMENT AGREEMENT

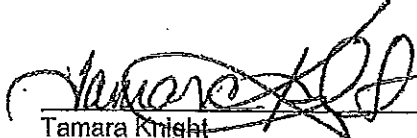
The State of Iowa, Department of Administrative Services and the Department of Human Services – Woodward Resource Center, hereinafter the State, and Kristina McFarland, hereinafter the Grievant, enter into the following Agreement in full and final resolution of PERB Case Number 100028.

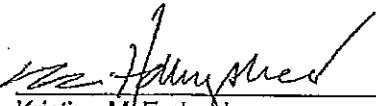
This Settlement arose out of mediation of IDAS #15-0139/NC#1507 held on September 11, 2015 with PERB Administrative Law Judge, Susan Bolte. The parties have agreed to the following in full and complete resolution of the matter:

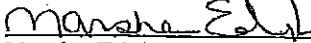
1. Grievant's discipline of a Five (5) day paper suspension received on September 26, 2014 is hereby reduced to a Written Reprimand.
2. The Written Reprimand will remain in the Grievant's personnel file until March 26, 2016.
3. For the purposes of progressive discipline this matter shall only be utilized for discipline of a "like kind", meaning for [REDACTED]
4. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this grievance.
5. 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 grievances, arbitration, litigation or other proceedings in the future.
6. This settlement agreement is subject to Open Records and is available for public inspection and copying.

APPROVED AS TO FORM

FOR THE STATE:

  
\_\_\_\_\_  
Tamara Knight  
Labor Relations Attorney  
Iowa Department of Administrative Services  
Date 10/21/15

  
\_\_\_\_\_  
Kristina McFarland  
Grievant  
Date 10/14/15

  
\_\_\_\_\_  
Marsha Edgington  
DHS-Woodward Resource Center  
Date 10-20-15



Iowa Department of Administrative Services  
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Governor Terry E. Branstad  
Lt. Governor Kim Reynolds  
Janet Phipps, Director

**Routing/Review Approval of Personnel Settlement Agreement**

Please sign/date where indicated below holding the approval or denial of the attached proposed Personnel Settlement Agreement. \*\*After signing, please return to the attention of DAS Communications in the Hoover Building for routing/final distribution. \*\*If denied, please return to DAS Communications.

In the matter of: **Marion Knighton AFSCME No. #123705 / DAS No. #15-0098 / PERB #15-GA-079**

**LRT Staff: Jeffrey Edgar**

**Agency/Department: Alcohol & Beverages Division**

Administrator's Printed Name: **Stephen Larson**

Administrator's Signature: *Stephen Larson*

Date: 12/24/15 Approve:  Deny:

**Department of Administrative Services**

Director's Printed Name: **Janet E. Phipps**

Director's Signature: *Janet E. Phipps*

Date: 12/28/2015 Approve:  Deny:

**Department of Management**

Director's Printed Name: **David Roederer**

Director's Signature: *David Roederer*

Date: 12/30/15 Approve:  Deny:

**Office of the Attorney General**

Reviewed by: (Print Name): **Jeff Thompson**

Reviewer's Signature: *Jeff Thompson*

Date: 12/31/15 Reviewed:  Redacted:

**STATE OF IOWA  
AND  
AFSCME IOWA COUNCIL 61  
SETTLEMENT AGREEMENT**

The State of Iowa, Department of Administrative Services and Iowa Department of Commerce, Alcoholic Beverages Division, hereinafter the State, and the AFSCME Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance(s) filed by Marlon Knighton, hereinafter the Grievant, AFSCME No. 123709/DAS No. 15-0098/PERB No. 15-GA-079, that alleged a violation of Article IX, Section 6 (Workers' Compensation) of the 2013-2015 Collective Bargaining Agreement between the parties.

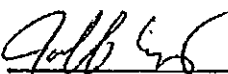
This Settlement arose out of a situation in which the Grievant was sent home from work. Pursuant to mediation with the Public Employment Relations Board, the parties have agreed to the following:

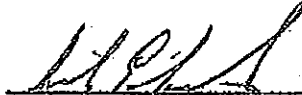
1. Grievant shall be credited with one hundred twenty (120) hours of compensatory time.
2. In consideration of the foregoing, the Union withdraws the above referenced grievance.
3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this grievance.
4. 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 grievances, arbitration, litigation or other proceedings in the future.
5. This Settlement Agreement is subject to Open Records and is available for public inspection and copying.
6. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 85.

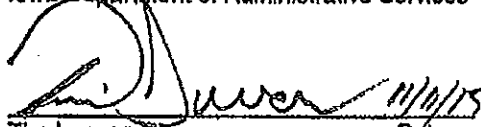
FOR THE STATE:


FOR THE UNION:

APPROVED AS TO FORM

 11/12/15  
\_\_\_\_\_  
Jeff Edgar Date  
Labor Relations Specialist  
Iowa Department of Administrative Services

 10/30/15  
\_\_\_\_\_  
Rick Ellander Date  
Staff Representative

 11/10/15  
\_\_\_\_\_  
Tim Iverson Date  
Dept. of Commerce  
Alcoholic Beverages Division

 10/29/15  
\_\_\_\_\_  
Marlon Knighton Date  
Grievant



Iowa Department of Administrative Services  
 Service • Efficiency • Value

Governor Terry E. Branstad  
 Lt. Governor Kim Reynolds  
 Janet Phipps, Director

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 DAS-Communications in the Hoover Building for routing/initial distribution.\*\* If "denied," please return to DAS-Communications.

In the matter of: Julie Stalzer DAS 16-0050/AFSCME 123579	
LRT Staff: Victoria L. Meade	
Agency/Department: Iowa Veterans Home	
Director's Printed Name: Jodi S. Tymeson	
Director's Signature: <u>Jodi S. Tymeson</u>	
Date: <u>12/29/15</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Department of Administrative Services	
Director's Printed Name: Janet E. Phipps	
Director's Signature: <u>Janet E. Phipps</u>	
Date: <u>12/30/2015</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Department of Management	
Director's Printed Name: David Roederer	
Director's Signature: <u>David Roederer</u>	
Date: <u>12/30/15</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Office of the Attorney General	
Reviewed by (Print Name): <u>Jana Tabor</u>	
Reviewer's Signature: <u>Jana Tabor</u>	
Date: <u>1/6/16</u>	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

STATE OF IOWA  
AND  
AFSCME Iowa Council 61

SETTLEMENT AGREEMENT


The State of Iowa, Department of Administrative Services and the Iowa Veterans Home, hereinafter the State, and AFSCME Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Julie Stalzer, hereinafter the Grievant, IDAS# 15-0050; AFSCME 123670 that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2013 - 2015 Collective Bargaining Agreement between the parties.

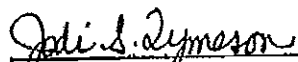
This Settlement arose out of a situation in which the Grievant was issued a three day suspension without pay on or about July 16, 2014. The parties have agreed to the following:

1. Grievant's three day suspension shall be reduced to a one day suspension. No payment of attorneys' fees or pension contributions are contemplated by this reduction in discipline.
2. The Grievant shall not receive any back pay or accruals as a result of the reduction described in paragraph 1.
3. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 86.
4. In consideration of the foregoing, the Grievant withdraws the above referenced grievance.
5. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this 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 grievances, arbitration, litigation or other proceedings in the future.
7. This settlement agreement is subject to Open Records and is available for public inspection and copying.

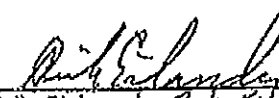
APPROVED AS TO FORM

FOR THE STATE:

  
Victoria L. Meade  
Labor Relations Attorney  
Iowa Department of Administrative Services  
Date 12/29/15

  
Jodi S. Tymeson  
Commandant  
Iowa Veterans Home  
Date 12/29/15

FOR THE GRIEVANT:

  
Julie Stalzer  
Grievant  
by Rick Ellander  
Date 12-29-15

  
Rick Ellander, Representative  
AFSCME Iowa Council 61  
Date 12-29-15



**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 DAS-Communications in the Hoover Building for routing/final distribution.\*\*** If "denied," please return to DAS-Communications.

<b>In the matter of:</b> Betty Hansen AFSCME No. # 121573 / DAS No. #15-0332	
<b>LRT Staff:</b> Kathryn Greenfield	
<b>Agency/Department:</b> Department for the Blind	
Director's Printed Name: Richard Sorey	
Director's Signature:	
Date: 04/05/16	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Administrative Services</b>	
Director's Printed Name: Janet E. Phipps	
Director's Signature:	
Date: 04/07/2016	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Management</b>	
Director's Printed Name: David Roederer	
Director's Signature:	
Date: 4/10/16	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Office of the Attorney General</b>	
Reviewed by (Print Name):	
Reviewer's Signature:	
Date: 4/14/16	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

STATE OF IOWA  
AND  
AFSCME COUNCIL 61

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and the Iowa Department for the Blind, hereinafter the State, and AFSCME Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance(s) filed by Betty Hansen, hereinafter the Grievant, Union No. 121573/DAS No.15-0332, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2013-2015 Collective Bargaining Agreement between the parties.


This Settlement arose out of Grievant's discharge from employment with the State on or about February 4, 2015. The parties have agreed to the following:

1. Grievant agrees to resign in lieu of discharge for cause, acknowledges that he/she will be disqualified from future state employment pursuant to Iowa Administrative Code r. 11—54.2(6) and affirmatively agrees not to seek future State employment.
2. In consideration of the foregoing, the Union withdraws the above referenced grievance.
3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this grievance.
4. 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 grievances, arbitration, litigation or other proceedings in the future.
5. This settlement agreement is subject to Iowa's Open Records law and is available for public inspection and copying.
6. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 85.

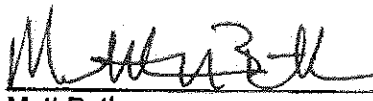
FOR THE STATE:

FOR THE UNION:


APPROVED AS TO FORM

  
Kathryn Greenfield  
Labor Relations Attorney  
Iowa Department of Administrative Services

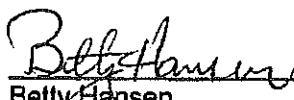
3/7/16  
Date

  
Matt Butler  
Staff Representative

3/8/2016  
Date

  
Richard Sorey  
Iowa Department for the Blind

3/7/16  
Date

  
Betty Hansen  
Grievant

4-4-2016  
Date



**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 DAS-Communications in the Hoover Building for routing/final distribution. \*\* If "denied," please return to DAS-Communications.**

<b>In the matter of:</b> Harold Carpenter DAS# 15-0348 / AFSCME# 125616	
LRT Staff: Kathryn Greenfield	
<b>Agency/Department:</b> Department of Corrections	
Director's Printed Name: Jerry Bartruff	
Director's Signature: _____	
Date: <u>4-7-16</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Administrative Services</b>	
Director's Printed Name: Janet E. Phipps	
Director's Signature: _____	
Date: <u>04/14/2016</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Management</b>	
Director's Printed Name: David Roederer	
Director's Signature: _____	
Date: <u>4/19/16</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Office of the Attorney General</b>	
Reviewed by (Print Name): <u>Jeff Thompson</u>	
Reviewer's Signature: _____	
Date: <u>4/21/16</u>	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>





### 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 DAS-Communications in the Hoover Building for routing/final distribution. \*\* If "denied," please return to DAS-Communications.**

<b>In the matter of:</b> Todd Cross DAS# 14/0471 / AFSCME#123990	
<b>LRT Staff:</b> Jeffrey Edgar	
<b>Agency/Department:</b> Department of Corrections	
Director's Printed Name: Jerry Bartruff	
Director's Signature:	
Date: <u>5-2-16</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Administrative Services</b>	
Director's Printed Name: Janet E. Phipps	
Director's Signature:	
Date: <u>05/02/2016</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Management</b>	
Director's Printed Name: David Roederer	
Director's Signature:	
Date: <u>5/4/16</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Office of the Attorney General</b>	
Reviewed by (Print Name):	<u>Jeff Thompson</u>
Reviewer's Signature:	
Date: <u>5/12/16</u>	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

STATE OF IOWA  
AND  
AFSCME IOWA COUNCIL 61  
SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and Department of Corrections, Iowa Medical and Classification Center, hereinafter the State, and the AFSCME Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance(s) filed by Todd Cross, hereinafter the Grievant, AFSCME No. 123990/DAS No. 14-0471, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2013-2015 Collective Bargaining Agreement between the parties.

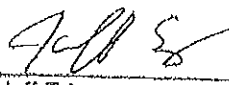
This Settlement arose out of a situation in which the Grievant was issued a five (5) day suspension without pay on or about April 10, 2014. The parties have agreed to the following:

1. The five (5) day suspension shall be removed from Grievant's personnel file.
2. The Grievant will be reimbursed twenty (20) hours of pay at the rate earned on April 10, 2014.
3. If this Settlement Agreement contemplates payment of damages across fiscal years, the parties acknowledge that the payment will have to be approved by the State Appeal Board pursuant to IAC 11-53.4(7)(a).
4. In consideration of the foregoing, the Union withdraws the above referenced grievances.
5. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this 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 grievances, arbitration, litigation or other proceedings in the future.
7. This Settlement Agreement is subject to Open Records and is available for public inspection and copying.
8. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 85.

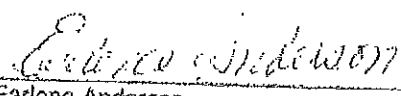
FOR THE STATE:

FOR THE UNION:

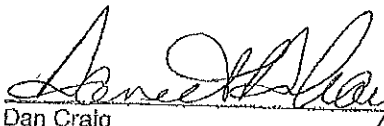
APPROVED AS TO FORM

  
\_\_\_\_\_  
Jeff Edgar  
Labor Relations Specialist  
Iowa Department of Administrative Services

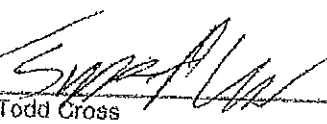
4/21/16  
Date

  
\_\_\_\_\_  
Earlene Anderson  
Staff Representative

4/13/16  
Date

  
\_\_\_\_\_  
Dan Craig  
Department of Corrections

4/22/16  
Date

  
\_\_\_\_\_  
Todd Cross  
Grievant

4-14-16  
Date



**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 DAS-Communications in the Hoover Building for routing/final dltribution.\*\* If "denied," please return to DAS-Communications.

<b>In the matter of:</b> Alex Smith DAS# 16-0061/IUP# 15-032	
LRT Staff: Kathryn Greenfield	
<b>Agency/Department:</b> Iowa Civil Rights Commission	
Director's Printed Name: Kristin Johnson	
Director's Signature:	
Date: 6-29-16	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Administrative Services</b>	
Director's Printed Name: Janet E. Phipps	
Director's Signature:	
Date: 06/29/2016	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Management</b>	
Director's Printed Name: David Roederer	
Director's Signature:	
Date: 7/2/16	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Office of the Attorney General</b>	
Reviewed by (Print Name):	
Reviewer's Signature:	
Date: 7/7/16	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

STATE OF IOWA  
AND  
UE/IUP Local 893

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and the Iowa Civil Rights Commission, hereinafter the State, and the UE Local 893 – Iowa United Professionals, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance(s) filed by Alex Smith, hereinafter the Grievant, Union No. 15-032/DAS No.16-0061, that alleged a violation of Article IV, Section 11 (Discipline and Discharge) of the 2015-2017 Collective Bargaining Agreement between the parties.

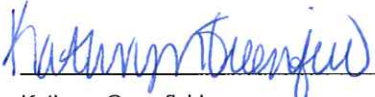
This Settlement arose out of Grievant's discharge from employment with the State on or about July 23, 2015. The parties have agreed to the following:

1. Grievant agrees to resign in lieu of termination effective July 23, 2015. Any reference requests related to the Grievant from any employer other than the State will be responded to by the State with the date Grievant's employment with the State began, the date of resignation and the Grievant's pay at the time of resignation.
2. In consideration of the foregoing, the Union withdraws the above referenced grievance.
3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this grievance.
4. 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 grievances, arbitration, litigation or other proceedings in the future.
5. This settlement agreement is subject to Iowa's Open Records law and is available for public inspection and copying.
6. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 85.

FOR THE STATE:

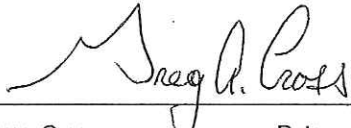
FOR THE UNION:

APPROVED AS TO FORM

 4-21-16

Kathryn Greenfield  
Labor Relations Attorney  
Iowa Department of Administrative Services

Date

 4/20/16

Greg Cross  
Staff Representative

Date

 4-21-16

Kristin Johnson  
Iowa Civil Rights Commission

Date



Alex Smith  
Grievant

Date

4/20/16 12:38pm



**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 DAS-Communications in the Hoover Building for routing/final distribution. \*\* If "denied," please return to DAS-Communications.

<b>In the matter of:</b> Shawn Carkhuff, AFSCME# 125417 / DAS# 16-0487	
<b>LRT Staff:</b> Kathryn Greenfield	
<b>Agency/Department:</b> Iowa Veterans Home	
<b>Director's Printed Name:</b> Jodi Tymeson	
<b>Director's Signature:</b> <u>Jodi S. Tymeson</u>	
<b>Date:</b> <u>07/05/2016</u>	<b>Approve:</b> <input checked="" type="checkbox"/> <b>Deny:</b> <input type="checkbox"/>
<b>Department of Administrative Services</b>	
<b>Director's Printed Name:</b> Janet E. Phipps	
<b>Director's Signature:</b> <u>Janet E. Phipps</u>	
<b>Date:</b> <u>07/05/2016</u>	<b>Approve:</b> <input checked="" type="checkbox"/> <b>Deny:</b> <input type="checkbox"/>
<b>Department of Management</b>	
<b>Director's Printed Name:</b> David Roederer	
<b>Director's Signature:</b> <u>David Roederer</u>	
<b>Date:</b> <u>7/7/16</u>	<b>Approve:</b> <input checked="" type="checkbox"/> <b>Deny:</b> <input type="checkbox"/>
<b>Office of the Attorney General</b>	
<b>Reviewed by (Print Name):</b> <u>Jane Thompson</u>	
<b>Reviewer's Signature:</b> <u>Jane Thompson</u>	
<b>Date:</b> <u>9/7/16</u>	<b>Reviewed:</b> <input checked="" type="checkbox"/> <b>Redacted:</b> <input type="checkbox"/>

STATE OF IOWA  
AND  
AFSCME COUNCIL 61

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and the Iowa Veterans Home, hereinafter the State, and AFSCME Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance(s) filed by Shawn Carkhuff, hereinafter the Grievant, Union No. 125417/DAS No.16-0487, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2015-2017 Collective Bargaining Agreement between the parties.

This Settlement arose out of Grievant's discharge from employment with the State on or about February 24, 2016. The parties have agreed to the following:

1. The subject discipline shall be reduced from a termination to a five (5) day suspension and final warning.
2. Grievant shall receive back pay and accruals as a result of the reduction described in paragraph 1.
3. In consideration of the foregoing, the Union withdraws the above referenced grievance.
4. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further 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 this grievance.
5. 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 grievances, arbitration, litigation or other proceedings in the future.
6. This settlement agreement is subject to Iowa's Open Records law and is available for public inspection and copying.
7. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 85.

FOR THE STATE:

APPROVED AS TO FORM

Kathryn Greenfield 6/28/16  
Kathryn Greenfield Date  
Labor Relations Attorney  
Iowa Department of Administrative Services

FOR THE UNION:

Rick Elander 6-30-16  
Rick Elander Date  
Staff Representative

Jodi S. Tymeson 06/28/2016  
Jodi S. Tymeson Date  
Commandant, Iowa Veterans Home

Shawn Carkhuff BA LPN 6/30/16  
Shawn Carkhuff Date  
Grievant