

ALEXANDER COUNTY HOUSING AUTHORITY

P.O. Box 191
1101 Ohio Street
Cairo, IL 62914

Phone: 618-734-1910
Fax: 618-734-0815 618-734-0816

FAX TRANSMITTAL

TO:

Tom

FAX #:

244-9439

FROM:

Buffy Thurston

OF PAGES INCLUDING COVER

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MESSAGE:

RELEASE OF ALL CLAIMS

KNOW ALL MEN BY THESE PRESENTS:

That the undersigned, JOE WILLIAMS, being of lawful age, for and in consideration of the sum of ONE HUNDRED EIGHT THOUSAND AND NO/100 DOLLARS (\$108,000.00) to be paid in monthly installments of \$1,500.00 each month for a period of 72 months, and that Joe Williams' status will be shown as laid off, does hereby for himself and for his heirs, executors, administrators, successors and assigns release, acquit and forever discharge the ALEXANDER COUNTY HOUSING AUTHORITY, an Illinois Municipal Corporation and its agents, servants, employees, successors, heirs, executors, administrators and all other persons, corporations, firms, associations or partnerships, of and from any and all claims, actions, causes of action, demands, rights, damages, costs, loss of services, expenses and compensation whatsoever, which Joe Williams now has or which may hereafter accrue on account of or in any way growing out of Joe Williams employment with the Alexander County Housing Authority and without limiting this release to any specific claim or claims, whether mentioned herein or not, Joe Williams hereby releases the ALEXANDER COUNTY HOUSING AUTHORITY and its agents, officers, employees and all other persons, firms or corporations, of and from any and all claims, actions, causes of action, demands, rights, damages, costs, and compensation rising out of or in conjunction with the termination of Joe Williams employment with the Alexander County Housing Authority on or about January 9, 2014, which is the subject of a grievance procedure

through the Laborers International Union of North America Local 773 and Joe Williams' Charge Of Discrimination pertaining to his failure to be hired as Executive Director of the Alexander County Housing Authority dated on or about June 14, 2013, pending as Charge No. 2013-SF-3444 before the Illinois Department of Human Rights and dual filed with the U.S. Equal Employment Opportunity Commission as Charge No. 21-BA-31885 against the Alexander County Housing Authority. The undersigned, Joe Williams, agrees that the aforesaid union grievance will be terminated and that the aforesaid Charge Of Discrimination will be dismissed with prejudice.

The undersigned, Joe Williams, hereby fully and completely and forever releases and discharges all claims which he now has or may hereafter accrue under and by virtue of any act or law, any claim to right of employment, and from all actions, suits, causes of action, claims of discrimination or any other claim or claims under the laws of the State of Illinois, the law of any state, or under the laws of the United States and Federal law, or of any nature or kind whatsoever, under any theory whether at law or in equity, against the Alexander County Housing Authority and its agents, officers or employees.

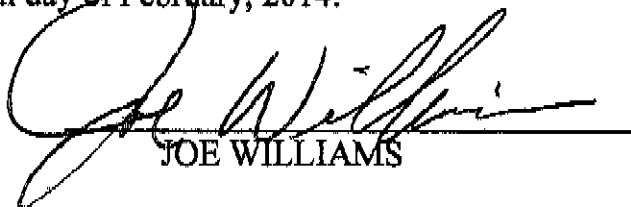
It is understood and agreed that this settlement is the compromise of doubtful and disputed claims and that the payments made and other consideration are not to be construed as an admission of liability on the part of the parties thereby released, and that said Releasees deny liability therefor and intend merely to avoid litigation and buy their peace.

It is understood and agreed, that the undersigned relies wholly upon the undersigned's judgment, belief and knowledge, without reliance upon any statement or representation of the parties hereby released or their representatives.

The undersigned further declares and represents that no promise, inducement or agreement not herein expressed has been made to the undersigned, and that this Release contains the entire agreement between the parties hereto, and that the terms of this Release are contractual and not a mere recital.

THE UNDERSIGNED HAS READ THE FOREGOING RELEASE AND FULLY UNDERSTANDS IT.

Signed, sealed and delivered this 27th day of February, 2014.


JOE WILLIAMS

STATE OF ILLINOIS)
) SS
COUNTY OF ALEXANDER)

On this 27th day of February, 2014, before me personally appeared Joe Williams, to me known to be the person named herein and who executed the foregoing Release Of All Claims and he acknowledged to me that he has read the foregoing Release and understands the contents thereof and that he voluntarily executed the same.




NOTARY PUBLIC

**GRIEVANCE SETTLEMENT COUNTER OFFER
FROM
LIUNA LOCAL 773 ON BEHALF OF JOE WILLIAMS
TO
ALEXANDER COUNTY HOUSING AUTHORITY
FEBRUARY 20, 2014**

1. The Alexander Housing Authority agrees to pay Joe Williams \$108,000.00 payable in seventy-two (72) monthly installments of \$1,500.00 each, on or before the third day of each month for seventy-two months, retroactive to January 1st, 2014.
2. Joe Williams will withdraw all current charges against the Alexander County Housing Authority presently pending the EEOC, Illinois Department of Human Rights or any other agency.
3. The Union accepts this resolution as settlement of the grievance filed on Joe Williams behalf in regards to his termination.
4. Joe Williams will sign documentation prepared by the Alexander County Housing Authority Attorney agreeing not to bring any additional charges or action against the Alexander County Housing Authority as a result of his employment with the Housing Authority.
5. Joe Williams' status with the Alexander County Housing Authority will be amended to lay off status. The Employer agrees to provide only dates of employment to prospective Employers seeking information on Joe Williams' tenure as an employee of the Housing Authority.
6. Joe Williams accepts this resolution and acknowledges that he was fully and fairly represented by LIUNA Local 773.

Alexander County Housing Authority:

Math Franklin 2/27/14
Date

LIUNA Local 773:

Ken Smith 2/27/14
Date

Joe Williams:

Joe Williams 2/27/14
Date

Severance Package and Grievance Settlement on behalf of Former Employee of
the Alexander County Housing Authority – Joe Williams.

Joe Williams, a former employee of the Alexander County Housing Authority was terminated effective January 9, 2014.

The following agreement is a result of negotiations with Joe Williams represented by Laborers' Local 773, subsequent to a grievance filed over Joe Williams' termination by the Alexander County Housing Authority.

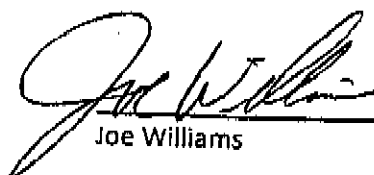
Terms of Severance Agreement:


ACHA Obligations:

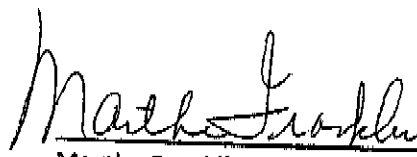
1. ACHA agrees to Joe Williams status as terminated to laid off.
2. ACHA agrees to pay Joe Williams a stipend of \$1,500.00 each month for a period of 72 months commencing on the date Joe wishes – which is January 1, 2014.

Joe Williams Obligations:

1. Joe Williams agrees to drop any EEOC charges or any other charges against the ACHA (Documentation must be signed and submitted and approved)
2. No additional charges will be filed and no legal proceedings will be brought by Joe Williams against the ACHA or agents of the ACHA
3. Current Grievance will be resolved by this agreement
4. Joe Williams accepts this resolution and acknowledges that he was fully and fairly represented by Local 773

 2/27/14
Joe Williams Date

 2/27/14
Wm Troutt, Field Rep Date

 2/27/14
Martha Franklin, E.D. Date
Alexander County Housing
Authority

*This Agreement is subject to approval by the Alexander County Housing Authority Board on February 28, 2014. If the Board fails to approve this resolution on February 28, 2014 then it shall become null and void.

VOLUNTARY WITHDRAWAL REQUEST FORM

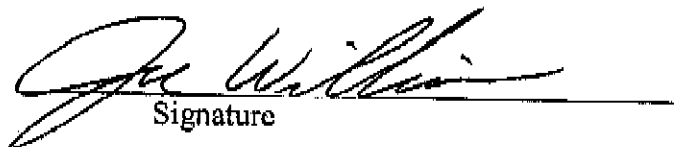
RESPONDENT: Alexander County Housing Authority

COMPLAINANT: Joe Williams

I hereby request to withdraw my charge filed against the above named Respondent with the Illinois Department of Human Rights (Charge Number 2013SF3444) and the Federal Equal Employment Opportunity Commission (Charge Number 21BA31885). Withdrawal is being made of my own free will, without pressure from any organization or individual.

If I am withdrawing this charge because I have reached a settlement with the Respondent, which has not been approved by both the Department and the Human Rights Commission, those agencies cannot enforce that settlement.

I understand that the withdrawal of my charge is effective upon receipt by the Department of my signed and dated Voluntary Withdrawal Request Form. The Department will then issue an Order of Closure as soon as administratively feasible and will not otherwise delay processing.


Signature

2/27/14
Date

NOTE: The Department of Human Rights will not accept or process a Voluntary Withdrawal Request Form with different, additional, edited or changed text from its standard form above.