

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

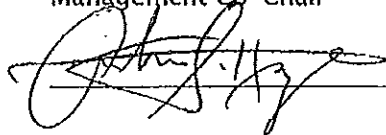
**RESOLUTION DESCRIPTION:**

**The decision of the Panel is:**

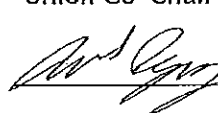
1. The termination shall be reduced to a three day suspension.
2. The grievant shall be reimbursed all back pay, accruals and benefits at the rate she was earning on December 19, 2014 minus interim earnings and the 3 day suspension.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrew Hayes  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair



07/10/15  
Date



7/10/15  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

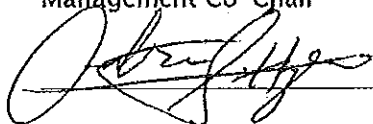
**RESOLUTION DESCRIPTION:**

**The decision of the Panel is:**

1. The termination shall be reduced to a three day suspension.
2. The grievant shall be reimbursed all back pay, accruals and benefits at the rate she was earning on December 19, 2014 minus interim earnings and the 3 day suspension.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

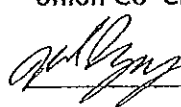
Andrew Hayes  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair



Date

5/10/15



Date

2/10/15

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

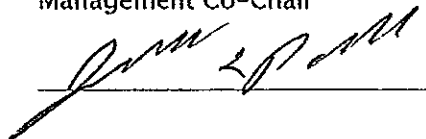
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

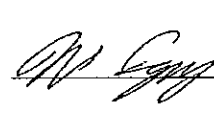
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:  
1. The one day suspension shall be removed from the employees file if there are no further incidents of like nature prior to December 3, 2015.  
2. If removed from the file no back pay will be awarded.  
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.  
4. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
Date

  
Date

**Grievance Resolution Improvement Process  
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**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language Issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

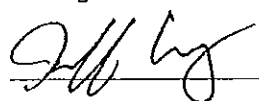
(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file effective 8/13/2015 if there has been no further discipline.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process  
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**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file effective 8/13/2015 if there has been no further discipline.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process**  
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**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS<sup>05</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENIED SUStained Deadlocked

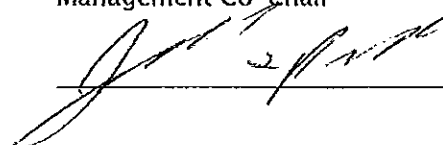
**RESOLUTION DESCRIPTION:**

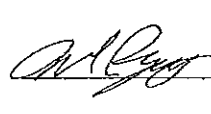
The decision of the Panel is:

1. The termination shall be reduced to a 10 day suspension and final warning. The discipline and final warning shall only be used for progressive discipline for like nature incident. The final warning will be in effect until 8/13/2017.
2. The grievant shall be returned to work no later than August 28, 2015.
3. The grievant shall be reimbursed 1/2 of all back pay and accruals minus 1/2 interim earnings.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

  
Date

**Grievance Resolution Improvement Process**

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Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

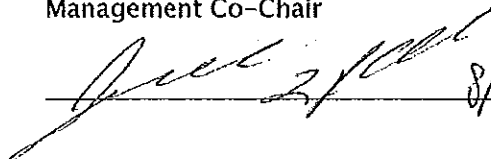
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The three day suspension shall be reduced to a written reprimand.
2. The grievant shall be reimbursed three days of back pay and accruals at the rate she was earning on 07/15/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
Date

  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language Issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

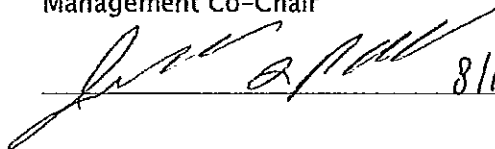
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The three day suspension shall only be used in progressive discipline for like nature incidents.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(3)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

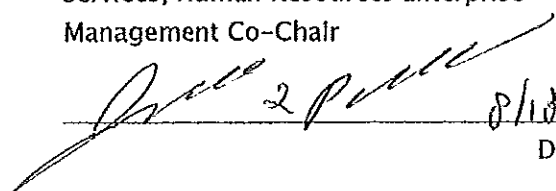
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

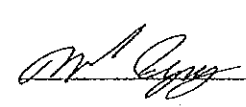
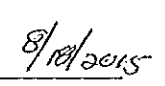
**RESOLUTION DESCRIPTION:**

- The decision of the Panel is:
1. The three day suspension shall be reduced to a one day suspension.
  2. The grievant shall be reimbursed two days of back pay and accruals at the rate she was earning on 07/15/2014 .
  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
  4. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
Date

   
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #	125427	IDAS Grievance #	15-0048
Grievant Name	Brandon Wolken		
Department/Location	Iowa Veterans Home	AFSCME Representative	Rick Bilander
Issue:	SUS(3)	(Choose one of the following)	
	CLARification (Contract Language issue.)	DIScipline (Other than following.)	
	SUS(*)pension	TERmination	
		(*) = # of Days -- Example: SUS(15)	

**DOCKET INFORMATION**

Docket #	DVA-15-0006	Date Heard	08/18/2015
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**RESOLUTION INFORMATION**

Resolution: RES

(Choose one of the following) RESolved    DENIED    SUStained    Deadlocked

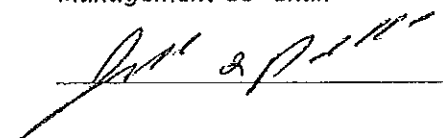
**RESOLUTION DESCRIPTION:**

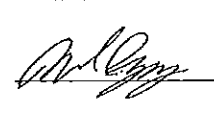
The decision of the Panel is:

1. The three day suspension shall be reduced to a one day suspension.
2. The grievant shall be reimbursed two days of back pay and accruals at the rate he was earning on 07/15/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
8/18/15  
Date

  
8/18/2015  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

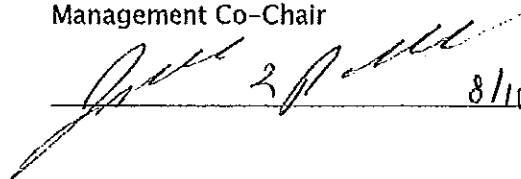
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The five day suspension shall only be used in progressive discipline for like nature incidents.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
Date

  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language Issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENIED SUStained Deadlocked

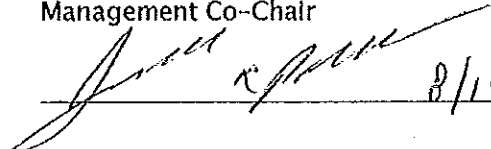
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. If there are no further incidents of like nature prior to 11/3/2015 the one day suspension shall be removed from the grievant's file.
2. If removed under number one above the grievant shall not receive back pay and accruals.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
Date

  
Date

# Grievance Resolution Improvement Process

## G.R.I.P. Settlement

### GRIEVANCE INFORMATION

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS<sup>(15)</sup>

### DOCKET INFORMATION

Docket #  Date Heard

### RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

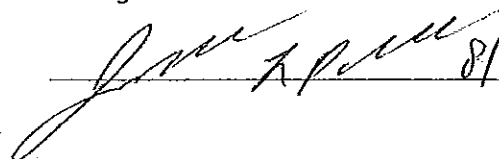
#### RESOLUTION DESCRIPTION:

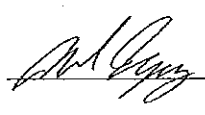
The decision of the Panel is:

1. If there are no further incidents of like nature prior to 9/15/2015 the written reprimand shall be removed from the grievant's file.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
Date

  
Date

# Grievance Resolution Improvement Process

## G.R.I.P. Settlement

### GRIEVANCE INFORMATION

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

### DOCKET INFORMATION

Docket #  Date Heard

### RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

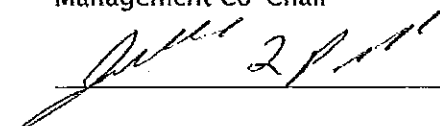
#### RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. If there are no further incidents of like nature prior to 11/4/2015 the three day suspension shall be removed from the grievant's file.
2. If removed under number one above the grievant shall not receive back pay and accruals.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

 8/19/15  
Date

 8/19/2015  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENIED    SUStained    Deadlocked

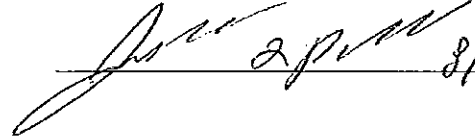
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The one day suspension shall be reduced to written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 2/19/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
Date

   
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #	125420	IDAS Grievance #	15-0429
Grievant Name	Calma McDowell		
Department/Location	Iowa Veterans Home	AFSCME Representative	Rick Eilander
Issue:	SUS(1)	(Choose one of the following)	
	CLARification (Contract Language issue.)	DIScipline (Other than following.)	
	SUS(*)pension	TERmination	(*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #	DVA-15-0022	Date Heard	08/19/2015
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**RESOLUTION INFORMATION**

Resolution: RES

(Choose one of the following) RESolved    DENIED    SUStained    Deadlocked

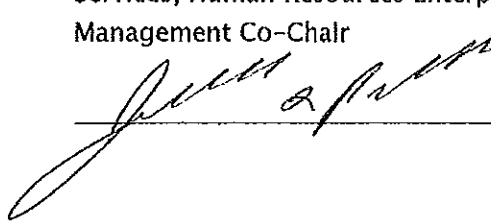
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. If there are no further incidents of like nature prior to 1/1/2016 the one day suspension shall be removed from the grievant's file.
2. If removed under number one above the grievant shall receive back pay and accruals at the rate she was earning on 3/11/2105
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
8/19/15  
Date

  
8/19/2015  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 3 day suspension shall be reduced to a 1 day suspension.
2. If there are no further incidents prior to 8/24/2016 the 1 day suspension shall be removed from the employees file.
3. There shall be no back pay or accruals awarded.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Blair Parker  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

8/24/15  
Date

8/24/2015  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLarification (Contract Language Issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

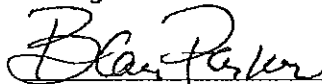
Resolution:   
(Choose one of the following) RESolved DENIED SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
2. There shall be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Blair Parker  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair



Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

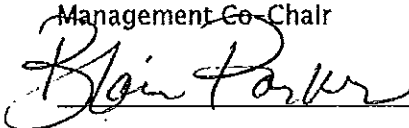
(Choose one of the following) RESolved DENIED SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

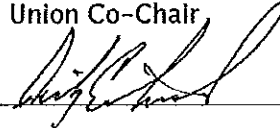
The decision of the Panel is:

1. The 5 day suspension shall be reduced to a 3 day.
2. There shall be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Blair Parker  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

 8/24/15  
Date

Rick Ellander  
AFSCME Iowa Council 61  
Union Representative  
Union Co-Chair

 8/24/15  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard


**RESOLUTION INFORMATION**

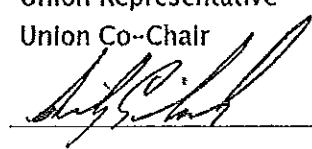
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 3 day suspension shall be reduced to a 1 day.
2. There shall be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Blair Parker  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair  
  
8/24/15  
Date

Rick Eilander  
AFSCME Iowa Council 61  
Union Representative  
Union Co-Chair  
  
8/24/15  
Date

**Grievance Resolution Improvement Process**

**G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

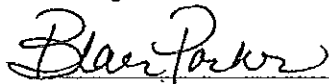
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The three day suspension shall be reduced to one day suspension.
2. The grievant shall be reimbursed two day of back pay and accruals at the rate he was earning on 10/21/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Blair Parker  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair



8/24/15

Date



8/24/2015

Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language Issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENIED SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

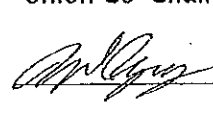
The decision of the Panel is:

1. If there is no further incidents of like nature prior to 11/1/2015 the one day suspension shall be removed from the employees file.
2. There shall be no back pay or accruals awarded if removed.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Steve Squires  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

 8/25/15  
Date

 8/25/2015  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 1 day suspension shall be removed from the employees file if there are no further discipline (excluding tardy and attendance) prior to 1/15/2016.
2. If removed under number 1 the employee shall receive one day of back pay and accruals at the rate she was earning on 1/14/2015.
- ~~3. There shall be no back pay or accruals awarded.~~ *at 1/15/15*
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Steve Squires  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

*Steve Squires*  
Date

*8/25/15*  
Date

*Mark Frymoyer*  
Date

*08/25/2015*  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

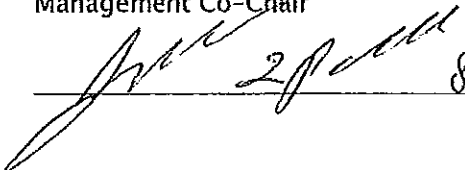
(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

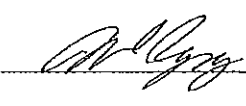
The decision of the Panel is:

1. The one day suspension shall be reduced to written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 8/20/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

   
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language Issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENIED SUStained Deadlocked

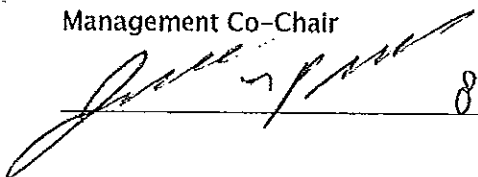
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The three day suspension shall be reduced to one day suspension.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Panknen  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*).pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

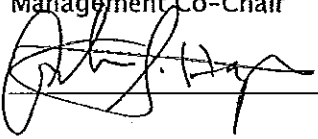
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

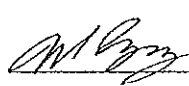
1. The one day suspension and final warning shall be reduced to written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 6/16/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrew Hayes  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



08/27/15  
Date



8/27/2015  
Date

**Grievance Resolution Improvement Process**

**G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The ten day suspension and final warning shall be removed from the employees file.
2. There shall be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrew Hayes  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

08/28/15  
Date

8/28/2015  
Date

**Grievance Resolution Improvement Process**

**G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

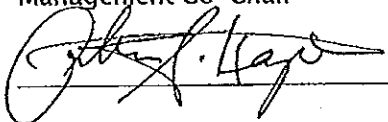
(Choose one of the following) RESolved DENIED SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:


1. The written reprimand shall be removed from the employees file.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Andrew Hayes  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process**

**G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

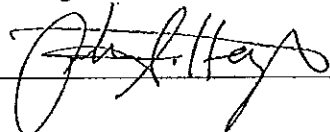
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

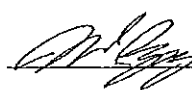
1. The one day suspension shall be removed from the grievant file.
2. The grievant shall receive one day of back pay and accruals at the rate he was earning on November 21, 2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrew Hayes  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



*09/08/15*  
Date



*9/8/2015*  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENIED SUStained Deadlocked

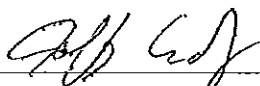
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The one day suspension shall be removed from the grievant's files. The grievant shall receive one day of back pay and accruals at the rate he was earning on 12/15/2014.
2. If there is no discipline between 9/9/2015 and 9/9/2016 the three day suspension shall be reduced to a one day suspension. If reduced the grievant shall receive two days of back pay and accruals at the rate he was earning on 12/15/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

 9/9/15  
Date

 9/9/2015  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

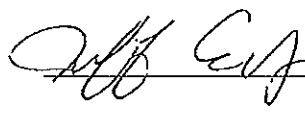
**RESOLUTION DESCRIPTION:**

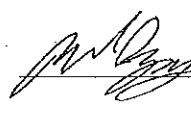
The decision of the Panel is:

1. The ten day suspension shall be reduced to a 5 day suspension.
2. Due to no loss of pay there shall be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

   
Date

   
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

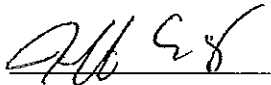
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The ten day suspension shall be reduced to a five day suspension.
2. The grievant shall be reimbursed five days of back pay and accruals at the rate he was earning on 10/29/2014
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

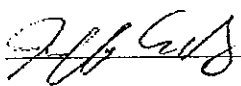
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. If there are no further incidents of like nature prior to November 3, 2015 the three day suspension shall be reduced to a one day suspension.
2. If reduced under number 1 above the grievant shall receive two days of back pay and accruals at the rate he was earning on 11/2/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

 9/9/15  
Date

 9/9/2015  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENIED SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 3/16/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrea Macy  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

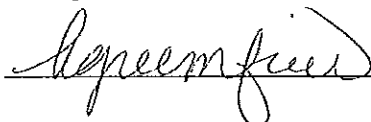
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The one day suspension shall remain.
2. The section H. Professional Demeanor shall be removed from the discipline.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

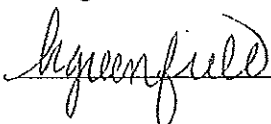
Resolution:   
(Choose one of the following) RESolved DENIED SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. If no further discipline prior to 5/3/2016 the 3 day suspension shall be reduced to a 1 day suspension.
2. If reduced under number 1 above there will be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENIED SUStained Deadlocked

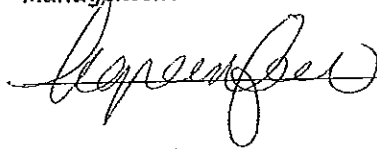
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 3 day suspension shall be reduced to 1 day suspension.
2. The grievant shall be reimbursed two days of back pay and accruals at the rate she was earning on 6/26/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language Issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS<sup>10</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENIED SUStained Deadlocked

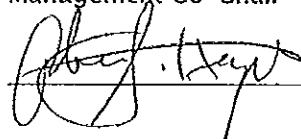
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The ten day suspension and final warning shall be reduced to three day suspension.
2. The grievant shall be reimbursed seven day of back pay and accruals at the rate he was earning on 5/12/2015.
3. If there is no further discipline prior to 9/25/2016 the three day suspension shall be reduced to a one day suspension. If reduced he shall be reimbursed two additional days of back pay and accruals he was earning on 5/12/2015.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Andrew Hayes  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



Date



Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

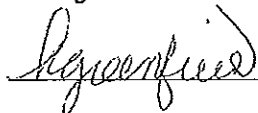
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file effective 9/29/2015.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

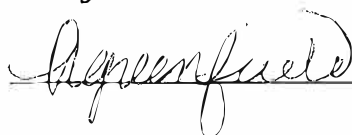
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The five day suspension shall be reduced to a three day suspension.
2. Grievant shall be reimbursed two days of back pay and accruals at the rate he was earning on 1/22/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

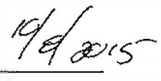
Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



  
Date



  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

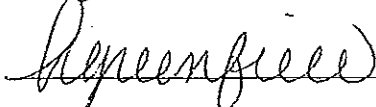
**RESOLUTION DESCRIPTION:**

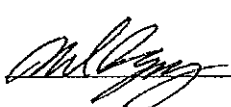
The decision of the Panel is:

1. The three day suspension shall be reduced to a one day suspension.
2. The grievant shall receive two days of back pay and accruals at the rate he was earning on 4-23-2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

 10-29-15  
Date

 10/29/2015  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(45)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The written reprimand shall be removed from the employees file effective 11/11/2015.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

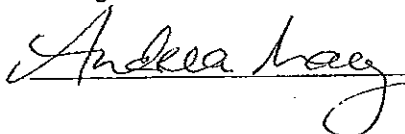
(Choose one of the following) RESolved    DENIED    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The grievant will be allowed to voluntarily resign effective the date of termination.
2. The grievant will submit a written letter of resignation no later than 11/13/2015. If the letter is not submitted the grievance will be denied.
3. The letter of resignation will replace the letter of termination in the employees file. The grievant shall be barred from future State employment.
4. Request for references will be responded to with date of hire, date of resignation, rate she was earning at the time he resigned.
5. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
6. This decision is non precedent setting.

Andrea Macy  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

 10/30/15  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

 10/30/2015  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

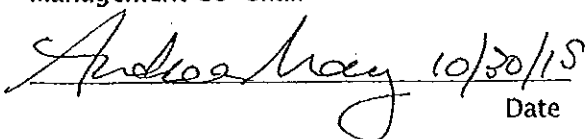
**RESOLUTION DESCRIPTION:**

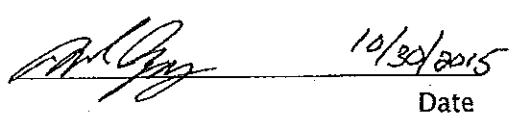
The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 3-19-2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrea Macy  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

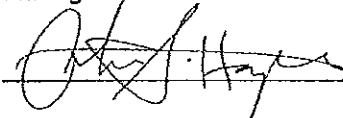
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The grievant shall be reimbursed with five days of pay at the rate she was earning on 4/9/2015.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Andrew Hayes  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



11-13-15  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



11-13-2015  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(05)

**DOCKET INFORMATION**

Docket #  Date Heard

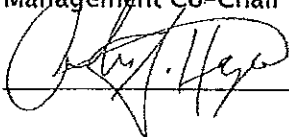
**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

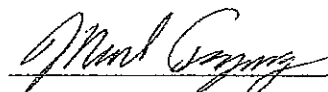
- The decision of the Panel is:
1. The ten day suspension shall be reduced to a 3 day suspension.
  2. The grievant shall be reimbursed 7 days of back pay and accruals at the rate he was earning on 5/8/2015.
  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
  4. This decision is non precedent setting.

Andrew Hayes  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



11-13-15  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



11-13-2015  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(05)

**DOCKET INFORMATION**

Docket #  Date Heard

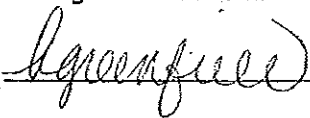
**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

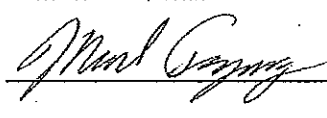
**RESOLUTION DESCRIPTION:**

- The decision of the Panel is:
1. The three day paper suspension shall be reduced to a written reprimand.
  2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
  3. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS<sup>(35)</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

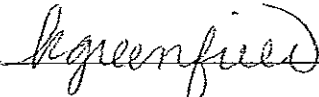
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The termination shall be reduced to a 10 day suspension and final warning for non-tardy and attendance issues.
2. The grievant shall not receive any back pay, accruals or benefits.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension      TERmination      (\*) = # of Days -- Example: SUS<sup>15</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

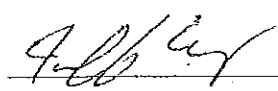
Resolution:   
(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The termination shall be reduced to a 5 day suspension.
2. The grievant shall be reimbursed back pay, accruals and benefits at the rate she was earning on 7/2/2015. The grievant shall be returned to her shift and days off.
3. If there are no further incident prior to 7/2/2016 the five day suspension shall be reduced to a 3 day suspension. There shall be no further back pay if reduced.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language Issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked


**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand on 5/19/2016 if there are no further incidents.
2. If reduced under number 1 the grievant shall receive one day of back pay and accruals at the rate she was earning on 7/1/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date 11/19/15

  
Date 11-19-2015

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The final warning shall be removed.
2. If no further incident of like nature the 5 day suspension shall be reduced to a 3 day suspension on 6/16/2016.
3. The grievant shall not receive back pay, accruals or benefits if reduced.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

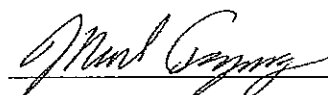
Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



12-17-15

Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



12-17-2015

Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)  
SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

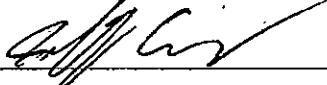
**RESOLUTION DESCRIPTION:**

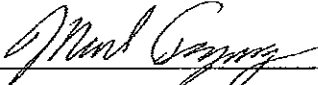
The decision of the Panel is:

1. The 5 day suspension and final warning shall be reduced to a 3 day suspension.
2. The grievant shall receive two days back pay and accruals at the rate he was earning 4/27/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
12-17-15  
Date

  
12-17-2015  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLArification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

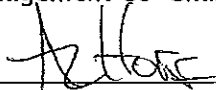
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

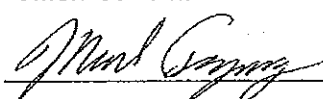
1. The five day suspension shall be reduced to a 3 day suspension.
2. If no further incident of like nature the 3 day suspension shall be reduced to a 1 day suspension on 5/13/2016.
3. The grievant shall receive back pay, accruals or benefits at the rate he was earning on 11/7/2014 with each reduction.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Victoria Mead  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



12/11/15  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



12-11-2015  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

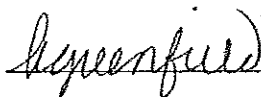
(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

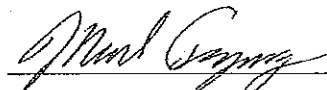
1. The one day shall be reduced to a written reprimand on 2/7/2016 if there are no further incidents of like nature.
2. The grievant shall receive one day back pay and accruals if reduced under number 1.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



12/18/2015  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



12/18/2015  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The 3 day suspension shall be reduced to a 1 day suspension.
2. The grievant shall receive back pay and accruals at the rate he was earning on 8/31/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
12/18/2015  
Date

  
12/18/2015  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

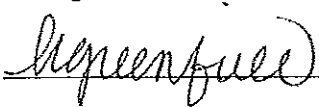
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. If no further incidents of like nature prior to 7/28/2016 the 5 day suspension shall be reduced to a 3 day suspension.
2. If no further incidents of like nature prior to 7/28/2017 the 3 day suspension shall be reduced to a 1 day suspension.
3. The grievant will not receive back pay or accruals if reduced.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date 12/18/2015

  
Date 12/18/2015

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

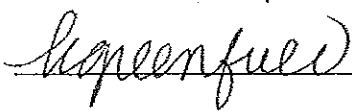
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

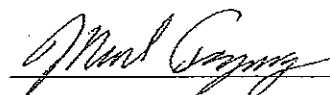
The decision of the Panel is:

1. The 5 day suspension shall be reduced to a 3 day suspension.
2. Grievant shall receive 2 days of back pay and accruals at the rate she was earning on 9/3/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

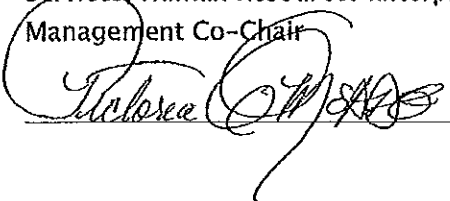
Resolution:   
(Choose one of the following) RESolved DENIED SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

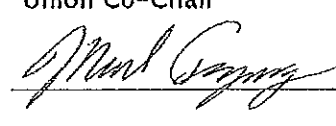
The decision of the Panel is:

1. The termination shall be reduced to a 5 day suspension. The 5 day suspension shall only count in progression for like incidents.
2. Grievant shall receive back pay and accruals minus unemployment and interim earnings.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Victoria Meade  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language Issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(10)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:


(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

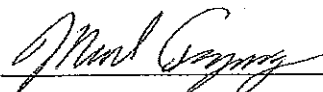
1. The 10 day suspension shall only be used in progression for incidents of like nature.
2. If there is no further discipline prior to 1/15/2017 the 10 day suspension shall be reduced to a 5 day suspension.
3. If reduced under #2 the grievant shall receive back pay and accruals at the rate he was earning on 5/11/2015.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



01/15/2016  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



01/15/2016  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(10)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

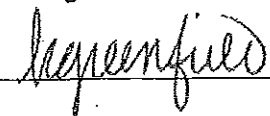
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

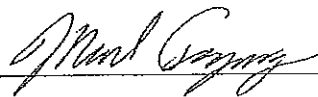
The decision of the Panel is:

1. The 10 day suspension shall be reduced to a 3 day suspension.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
\_\_\_\_\_  
01/15/2016  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
\_\_\_\_\_  
01/15/2016  
Date

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #	124549	IDAS Grievance #	16-0107
Grievant Name	Michael Engle		
Department/Location	Iowa Correctional Institution for Women	AFSCME Representative	Adam Swihart

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DISCipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(30)

**DOCKET INFORMATION**

Docket #	DOC-16-0051	Date Heard	01/29/2016
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**RESOLUTION INFORMATION**

Resolution:

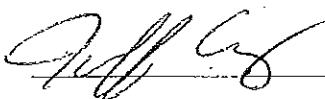
(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 5 day suspension shall be reduced to a 3 day suspension.
2. Grievant shall receive back pay and accruals at the rate he was earning on 9/4/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



01-29-2016  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair



01-29-2016  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. If no further discipline prior to 8/14/2016 the 3 day suspension shall be reduced to a 1 day suspension.
2. Grievant shall not receive any back pay and accruals if reduced.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

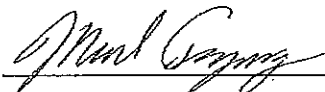
Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



01-29-2016

Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair



01-29-2016

Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language Issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

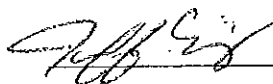
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 1 day suspension shall be reduced to a written reprimand.
2. Grievant shall receive one day of back pay and accruals at the rate she was earning on 6/18/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair



01-29-2016  
Date



01-29-2016  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
    **CL**arification (Contract Language issue.)   **DIS**cipline (Other than following.)  
    **SUS**(\*)pension   **TER**mination   (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket #  Date Heard 2/25/16

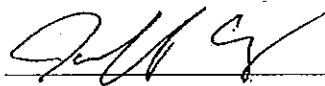
**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) **RES**olved   **DEN**ied   **SUS**tained   **DEA**dlocked

**RESOLUTION DESCRIPTION:**

- The decision of the Panel is:
1. The written reprimand will be rewritten and all work directives removed from the reprimand.
  2. The reprimand and work directive shall be removed based on the August 5, 2015 date as per Article IV Section 9.

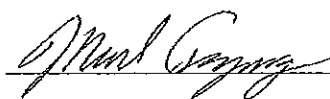
Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



02-25-2016

Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



02-25-2016

Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

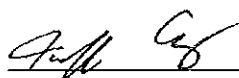
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **Dead**locked

**RESOLUTION DESCRIPTION:**

- The decision of the Panel is:
1. The one-day suspension shall be removed from the employees file.
  2. The grievant shall receive one day of back pay and accruals at the rate she was earning on 6-5-2015.
  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
  4. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



3/10/2016  
Date



3/10/2016  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)

SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

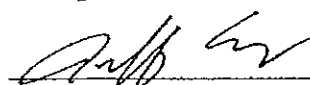
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The three-day suspension shall be reduced to a one-day suspension.
2. The grievant shall receive two days of back pay and accruals at the rate she was earning on 6-18-2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date 3/10/2016

  
Date 3/10/2016

**Grievance Resolution Improvement Process**  
**G.R.I.P.**  
**Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
**CL**arification (Contract Language issue.)    **DIS**cipline (Other than following.)  
**SUS**(\*)pension    **TER**mination    (\*) = # of Days -- Example: **SUS**(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **Dead**locked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

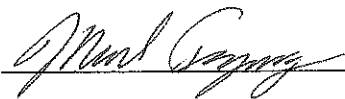
1. The termination shall be reduced to a 10-day suspension and final warning. The final warning shall be in effect until 3/31/2018. The final warning shall not apply to tardy and attendance. Grievant shall be returned to work no later than 4/15/2016.
2. Grievant shall not receive back pay or accruals.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



03/31/2016  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



03/31/2016  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

**CL**arification (Contract Language issue.)    **DIS**cipline (Other than following.)

**SUS**(\*)pension    **TER**mination    (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

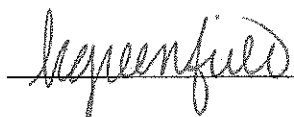
Resolution:

(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **DEA**dlocked

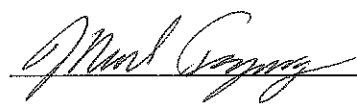
**RESOLUTION DESCRIPTION:**

- The decision of the Panel is:
1. The grievance is resolved in part and denied in part.
  2. The one-day suspension shall remain, however the grievant shall be reimbursed two hours of back and accruals at the rate he was earning on 9/4/2015.
  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
  4. This decision is non precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)

**CL**arification (Contract Language issue.)    **DIS**cipline (Other than following.)

**SUS**(\*)pension    **TER**mination    (\*) = # of Days -- Example: **SUS**(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **Dead**locked

**RESOLUTION DESCRIPTION:**

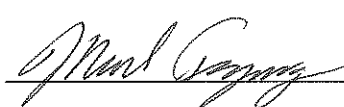
- The decision of the Panel is:
1. The five-day suspension shall be reduced to a 3-day suspension.
  2. Grievant shall not receive back pay or accruals.
  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
  4. This decision is non-precedent setting.

Andrew Hayes  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



4/14/2016

Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

CLARification (Contract Language issue.) DISCipline (Other than following.)

SUS(\*)pension TERmination

(\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked


**RESOLUTION DESCRIPTION:**

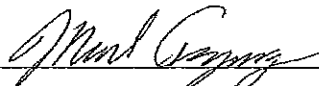
The decision of the Panel is:

1. If there are no further incidents of like nature prior to 7-29-2016 the one-day suspension shall be reduced to a written reprimand. The written reprimand shall only be used in progression for like incidents.
2. The grievant shall receive no back pay or accruals.
3. If no further incidents of like nature prior to 1-29-2017 the written reprimand shall be removed.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
\_\_\_\_\_  
3/10/2016  
Date

  
\_\_\_\_\_  
3/10/2016  
Date



**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance # 124335 IDAS Grievance # 16-0285  
Grievant Name ALAN LOCKMAN  
Department/Location Fwt Dodge Conv. Fac AFSCME Representative MAH BUTZ  
Issue: SUS (1) (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket # DOC-16-0075 Date Heard 4-28-16

**RESOLUTION INFORMATION**

Resolution: RES  
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:  
The discipline shall remain a one day suspension. The one day suspension shall be removed on November 5, 2016, if no further discipline occurs. If removed no back pay shall be

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Preston DeBoer  
AFSCME Iowa Council 61  
Union Co-Chair

Kathryn Greenfield 4-28-16  
Date

Preston DeBoer 4/28/16  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #

124558

IDAS Grievance #

16-0379

Grievant Name

Jacquelyn Short

Department/Location

Iowa Correctional  
Institution for women

AFSCME Representative

Adam Sivikant

Issue:

termination

(Choose one of the following)

CLARification (Contract Language issue.)

DIScipline (Other than following.)

SUS(\*)pension

TERmination

(\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #

DOC-16-0000

Date Heard

4-28-16

**RESOLUTION INFORMATION**

Resolution:

Res

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is: grievant will be offered the opportunity to resign in lieu of discharge. Resignation shall be effective December 17, 2015. A resignation shall be submitted by May 12, 2016. If no resignation is received by May 12, 2016, the grievance is denied. This is non-precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

*Kathryn Greenfield*

4-28-16

Date

Preston DeBoer  
AFSCME Iowa Council 61  
Union Co-Chair

*Preston DeBoer* 4.28.16

Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance # 103737 IDAS Grievance # 16-0364

Grievant Name Casey McDonough

Department/Location DOC-NCF AFSCME Representative Swihart

Issue: SUS(3) (Choose one of the following)

CLARification (Contract Language issue.)    DIScipline (Other than following.)  
SUS(\*)pension    TERmination    (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket # DOC-16-0069 Date Heard 4/29/16

**RESOLUTION INFORMATION**

Resolution: RES

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is: resolved  
1. If Grievant has no further discipline as of 12/10/16, the three (3) day suspension shall be reduced to a one (1) day suspension.  
2. If reduced under # 1 above, Grievant shall not receive back pay or accruals as a result of the reduction.

*Non precedent setting. This decision may be publicly posted on OAS website*

Iowa Department of Administrative Services, Human Resources Enterprise Management Co-Chair

Preston DeBoer  
AFSCME Iowa Council 61  
Union Co-Chair

Jeff Eds    4/29/16  
Date

Preston DeBoer    4.29.16  
Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)

**CL**arification (Contract Language issue.)    **DIS**cipline (Other than following.)

**SUS**(\*)pension    **TER**mination    (\*) = # of Days -- Example: **SUS**(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

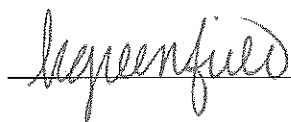
Resolution:

(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **DEAD**locked

**RESOLUTION DESCRIPTION:**

- The decision of the Panel is:
1. The 3-day suspension shall be reduced to a 1-day suspension.
  2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
  3. This decision is non-precedent setting.

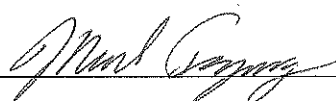
Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



5/26/2016

Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair



5/26/2016

Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

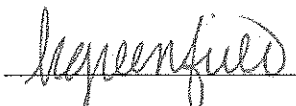
**RESOLUTION DESCRIPTION:**

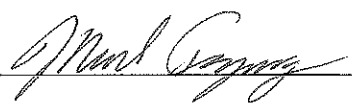
The decision of the Panel is:

1. The 5-day suspension shall be reduced to a 3-day suspension.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non-precedent setting.

Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Chief of Staff  
Union Co-Chair

  
\_\_\_\_\_  
Date 5/26/2016

  
\_\_\_\_\_  
Date 5/26/2016

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance #

125213

IDAS Grievance #

16-0531

Grievant Name

Tracy Bunge

Department/Location

Anamosa

AFSCME Representative

White

Issue:

Term

(Choose one of the following)

CLARification (Contract Language issue.)

DIScipline (Other than following.)

SUS(\*)pension

TERmination

(\*) = # of Days -- Example: SUS(15)

**DOCKET INFORMATION**

Docket #

Doc-16-D107

Date Heard

6/9/16

**RESOLUTION INFORMATION**

Resolution:

RES

(Choose one of the following) RESolved DENIED SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

Grievant shall be allowed to resign <sup>in lieu of termination</sup> effective ~~6/23/16~~ if resignation is received by 6/23/16. Otherwise grievance shall be denied.

Pursuant to Iowa Code Section 22.13 this document may be posted on IDAS website.

Non-precedent setting

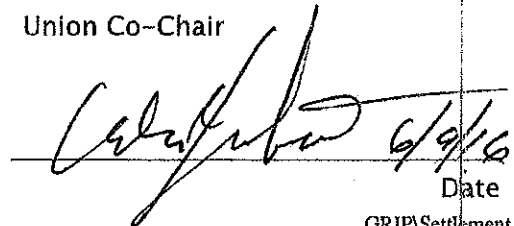
Iowa Department of Administrative Services, Human Resources Enterprise Management Co-Chair



6/9/16

Date

Adam Swihart  
AFSCME Iowa Council 61  
Union Co-Chair



Date

**Grievance Resolution Improvement Process  
G.R.I.P.  
Settlement**

**GRIEVANCE INFORMATION**

AFSCME Grievance # 128179

IDAS Grievance # CBC-16-0020

Grievant Name Patrick Maras

Department/Location CBC 6

AFSCME Representative Anderson

Issue: Term (Choose one of the following)

CLARification (Contract Language issue.)

DIScipline (Other than following.)

SUS(\*)pension      TERmination

(\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket # CBC-16-002

Date Heard 6/9/16

**RESOLUTION INFORMATION**

Resolution: Res

(Choose one of the following) RESolved    DENIED    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The grievant shall be given the opportunity to resign
2. resignation shall be received by June 27<sup>th</sup> or grievance shall be denied
3. Pursuant to Iowa Code Section 22.13 this document may be publicly post on DAS website
4. This decision is non-precedent setting.

Jeff Edgar  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

Adam Swihart  
AFSCME Iowa Council 61  
Union Co-Chair

Jeff Edgar      6/9/16  
Date

Adam Swihart      6/9/16  
Date