

**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.) **DIS**cipline (Other than following.)
SUS(*)pension **TER**mination (*) = # of Days -- Example: **SUS**(15)

DOCKET INFORMATION

Docket # Date Heard

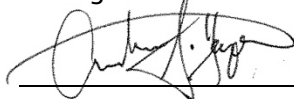
RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

- The decision of the Panel is:
1. The 1-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 1-7-2017.
 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



05/11/2016
Date

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



05/11/2016
Date

**Grievance Resolution Improvement Process
G.R.I.P.
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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.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

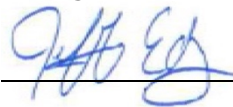
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **DEA**dlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 1-day suspension shall be reduced to a written reprimand.
2. The grievant shall not be reimbursed 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 Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



4-28-2017
Date

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



4-28-2017
Date

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

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RESOLUTION INFORMATION

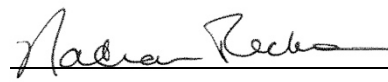
Resolution:
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **DEA**dlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:
1. The written reprimand will be removed if there is no further discipline prior to 6/28/2017.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non-precedent setting.

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

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


4/27/2017
Date


4/27/2017
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.) **DIS**cipline (Other than following.)

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

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Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

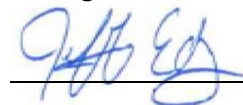
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **DEA**dlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 1-day suspension shall be reduced to a written reprimand.
2. The grievant shall not be reimbursed 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 Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



4-27-2017
Date

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



4-27-2017
Date

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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.) **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 **DEA**dlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The five-day paper suspension shall be reduced to a three-day paper 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



Date

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



Date

**Grievance Resolution Improvement Process
G.R.I.P.
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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.) **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 **DEA**dlocked

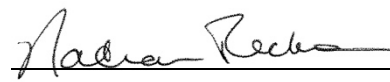
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 10-day suspension and final warning shall be reduced to a 5-day suspension.
2. The grievant shall be reimbursed five day of back pay and accruals at the rate she was earning on 9-1-2016.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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

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



Date 3/30/2017



Date 3/30/2017

**Grievance Resolution Improvement Process
G.R.I.P.
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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.) **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 **DEA**dlocked

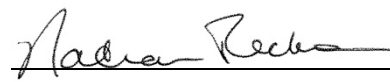
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 10-day suspension and final warning shall be reduced to a 5-day suspension.
2. The grievant shall not receive any 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.

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

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



3/30/2017
Date



3/30/2017
Date

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

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

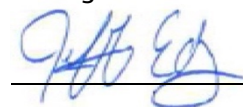
Resolution:
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **DEA**dlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 6/7/2017 the 1-day suspension shall be reduced to a written reprimand.
2. The grievant shall receive 1 day of back pay and accruals at the rate she was earning on 10/26/2016 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



3/9/2017
Date

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



3/9/2017
Date

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AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

CLarification (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 **DEA**dlocked


RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 3-day suspension shall be reduced to a one day suspension.
2. The grievant shall receive 2 days of back pay and accruals at the rate he was earning on 10/28/2016.
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



3/9/2017
Date



3/9/2017
Date

**Grievance Resolution Improvement Process
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AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

CLarification (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:

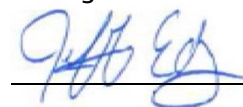
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **DEA**dlocked

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 1 day of back pay and accruals at the rate she was earning on 11/28/2016.
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



3/9/2017
Date

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



3/9/2017
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.) **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 **DEA**dlocked

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 day of back pay and accruals at the rate she was earning on 7/21/2016.
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 02/09/2017

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



Date 02/09/2017

**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.) **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 **DEA**dlocked


RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 10-day suspension and final warning shall only apply to any incident of failure to respond.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non-precedent setting.

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

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



01/26/2017
Date



1/26/2017
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.) **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 **DEA**dlocked

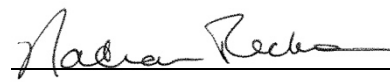
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 10-day suspension and final warning shall be reduced to a 5-day suspension.
2. Grievant shall receive 5 days of back pay and accruals at the rate he was earning on July 12, 2016.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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

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


Date 12/16/2016


Date 12/16/2016

**Grievance Resolution Improvement Process
G.R.I.P.
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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.) **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 one-day suspension shall be reduced to a written reprimand.
2. The grievant shall receive one day of back pay and accruals at the rate he was earning on 4/1/2016.
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



10/13/2016
Date

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



10/13/2016
Date

**Grievance Resolution Improvement Process
G.R.I.P.
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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.) **DIS**cipline (Other than following.)

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

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Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

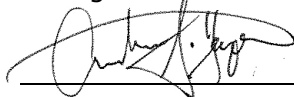
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Dead**locked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The grievant will be allowed to resign effective 3/17/2016. Grievant will turn in a letter of resignation no later than 9/22/2016. The grievant will not be eligible for reemployment with the State of Iowa.
2. If the letter of resignation is received request for employment will be answered with date of hire, date of resignation and the amount the employee was making at the time of resignation.
3. If the letter of resignation is not received the grievance will be denied.
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



09/08/2016
Date

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



09/08/2016
Date

**Grievance Resolution Improvement Process
G.R.I.P.
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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.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

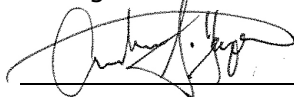
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **DEA**dlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The grievant will be allowed to resign effective 3/17/2016. Grievant will turn in a letter of resignation no later than 9/22/2016. The grievant will not be eligible for reemployment with the State of Iowa.
2. If the letter of resignation is received request for employment will be answered with date of hire, date of resignation and the amount the employee was making at the time of resignation.
3. If the letter of resignation is not received the grievance will be denied.
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



09/08/2016
Date

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



09/08/2016
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.) **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:

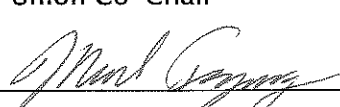
The decision of the Panel is:

1. The 5-day suspension shall be reduced to a 3-day suspension.
2. The grievant shall receive 2 days of back pay and accruals at the rate she was earning on 3/21/2016.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Nathan Reckman
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⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

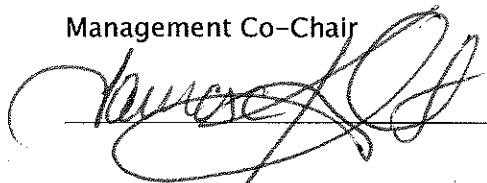
RESOLUTION DESCRIPTION:

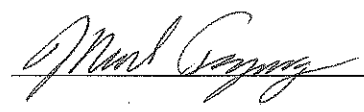
The decision of the Panel is:

1. The grievant will be allowed to resign effective 1/27/2016. Grievant will turn in a letter of resignation no later than 8/11/2016.
2. If the letter of resignation is not received the grievance shall be deadlocked.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Tamara Knight
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 #

127710

IDAS Grievance #

16-0538

Grievant Name

Brian Burch

Department/Location

Iowa Medical and
Classification Center

AFSCME Representative

Earlene Anderson

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 #

DOC-16-0108

Date Heard

7/14/2016

RESOLUTION INFORMATION

Resolution:

RES

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:

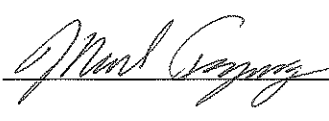
1. The one-day suspension shall be reduced to a written reprimand.
2. The grievant shall receive one day of back pay and accruals at the rate he was earning on 3/26/2016.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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



7/14/16
Date

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



7/14/16
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.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

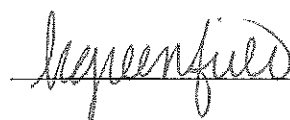
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **DEA**dlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the file on 10/10/2016 if no further incidents of like nature.
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


7-14-2016
Date

Earlene Anderson
AFSCME Iowa Council 61
Union Representative
Union Co-Chair


7-14-2016
Date