

**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

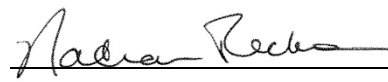
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 10-day suspension shall be reduced to a written reprimand.
2. The grievant shall be reimbursed ten days of back pay and accruals at the rate he was earning on 5-31-17.
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


10/13/2017
Date


10/13/2017
Date

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AFSCME Grievance # IDAS Grievance #
Grievant Name
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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 be used in progression or stated as previous discipline for 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.

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



9-14-2017
Date



9-14-2017
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

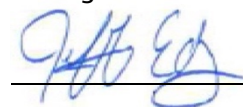
Resolution:
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **DEA**dlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 1-day suspension shall be removed on 5/17/2018 if no further discipline.
2. The grievant shall not be reimbursed back pay and accruals 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.

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



9-1-2017
Date

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



9-1-2017
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.) **DI**scipline (Other than following.)

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

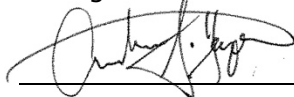
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Dead**locked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file on 8-16-2017 if 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.

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



07/13/2017
Date

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



07/13/2017
Date