

**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: SUS¹⁵

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 the date of termination.
2. The grievant will submit a written letter of resignation no later than 07/10/2014. 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.
4. Request for references will be responded to with date of hire, date of resignation, rate she was earning at the time she resigned.

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

 6/26/14
Date

 6/26/14
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. There shall be no back pay awarded.

This decision is non-precedent setting.

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


Date 7/11/14

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


Date 7/11/14

**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

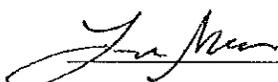
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The Five day suspension shall be reduced to a 3 day suspension effective 7/31/2014.
2. The grievant shall be given two days of back pay and accruals at the rate she was earning on 10/9/2013.
3. If there is no discipline of like nature from 7/31/2014 to 7/31/2015, The 3 day suspension shall be reduced to a 1 day suspension.
4. If reduced under number 3 above there shall be no back pay.
5. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
6. This decision is non precedent setting.

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

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



8/1/14
Date



8/1/14
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 discipline of like nature prior to 12/18/2014 the written reprimand shall be removed.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

 8/14/14
Date

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

 8/14/14
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

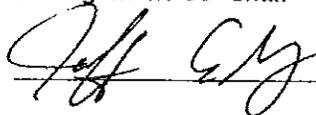
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three day suspension shall be removed effective 8/28/2014.
2. The grievant shall be given three days of back pay and accruals at the rate she was earning on 12/4/2013.
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


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 grievant will be allowed to resign effective 7/2/2014 and will not be eligible for further or future employment with the Iowa Department of Human Services. Grievant will turn in a letter of resignation no later than 9/11/2014 to GRC.
2. If the letter of resignation is received the grievant shall receive back pay and accruals at the rate she would have been earning on 5/5/2014 to 7/2/2014.
3. If the letter of resignation is not received the grievance shall be deadlocked.
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 8/28/14

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


Date 8/28/14

**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:

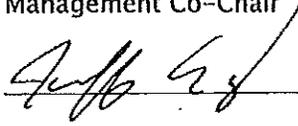
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The grievant will be allowed to resign effective 5/16/2014 and will not be eligible for further or future employment with the Iowa Department of Corrections. Grievant will turn in a letter of resignation no later than 9/26/2014 to ASP.
2. If the letter of resignation is received the grievant shall receive back pay and accruals at the rate he would have been earning on 2/3/2014 to 5/16/2014.
3. If the letter of resignation is not received the grievance shall be deadlocked.
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
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(*)penson 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 returned to work no later than 9/26/2014.
2. The grievant shall be paid a lump sum payment of \$2136.
3. The grievant shall have 80 hours of vacation added to his vacation balance.
4. The grievant shall retain his original seniority date.
5. ~~_____~~
6. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
7. 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

 9/12/14
Date

 9/12/14
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

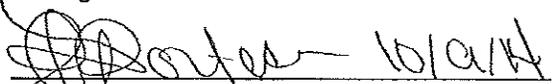
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The five day suspension shall be reduced to a three day suspension.
2. The grievant shall be reimbursed 2 days back pay and accruals at the rate he was earning on May 1st, 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.

Teddra Porteous
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

 10/9/14
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

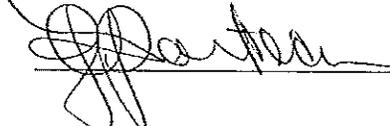
RESOLUTION INFORMATION

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 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 May 1st, 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.

Teddra Porteous
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

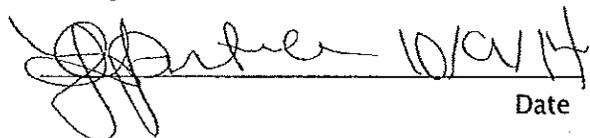
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

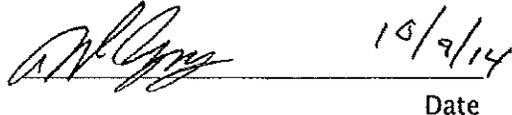
The decision of the Panel is:

1. The one day suspension shall be removed from the employees file.
2. The employee will 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.

Teddra Porteous
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

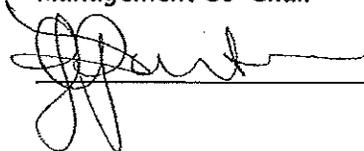
Resolution:
(Choose one of the following) RESolved DENIED SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The five day suspension shall be reduced to a 1 day suspension.
2. The grievant shall receive four days of back pay and accruals at the rate he was earning on May 1, 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.

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


Date 10/9/14

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


Date 10/9/14

1
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 resign effective 3/31/2014. Grievant will turn in a letter of resignation no later than 7/20/2014 to IMMC.
2. If the letter of resignation is received the grievant shall receive back pay and accruals at the rate he was earning on 1/31/2014 to 3/31/2014.
3. If the letter of resignation is not received the grievance shall be deadlocked.

Teddra Porteous
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

 7/10/14
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

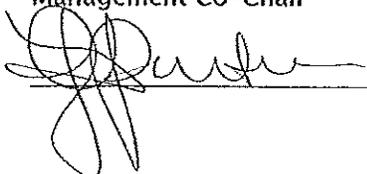
RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

- The decision of the Panel is:
1. The written reprimand will be removed from the employees file effective 3/5/2014.
 2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
 3. This decision is non precedent setting.

Teddra Porteous
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

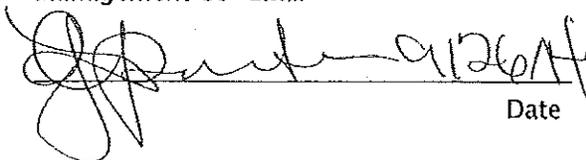
RESOLUTION DESCRIPTION:

The decision of the Panel is:

The five (5) day suspension shall be reduced to a three (3) day suspension effective today, September 26, 2014, and the Grievant shall receive one (1) day of back pay and accruals on April 26, 2015, at that rate she was earning at the time of the discipline if there is no further discipline.

This settlement shall not be precedent setting. This resolution may be publicly posted on the DAS website.

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


Date

Preston DeBoer
AFSCME Iowa Council 61
Union Representative
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

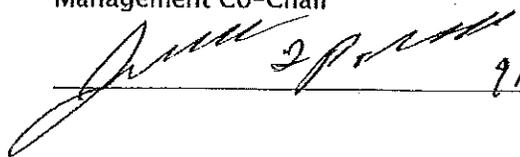
RESOLUTION INFORMATION

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 file.
 2. The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 8/13/2013.
 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
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: SUS¹⁰⁰

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 (40 hour) suspension shall be reduced to a 3 day (24 hour) suspension.
2. The grievant shall be reimbursed 2 days (16 hours) of back pay and accruals at the rate she was earning on 11/5/2013. ~~_____~~
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

Andrea Macy 10/31/14
Date

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

Mark Frymoyer 10/31/2014
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 resign effective 7/1/2014. Grievant will turn in a letter of resignation no later than 11/14/2014 to the District Director.
2. If the letter of resignation is not received the grievance shall be denied.
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
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

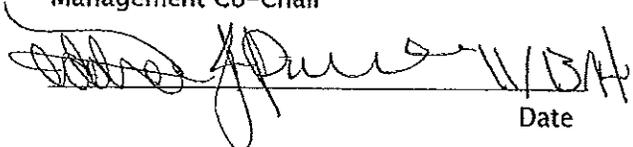
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The five day (40 hour) suspension shall be reduced to a 3 day (24 hour) suspension.
2. The grievant shall be reimbursed 2 days (16 hours) of back pay and accruals at the rate she was earning on 5/26/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Teddra Porteous
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

 11/13/2014
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 ten day suspension shall be reduced to a 5 day suspension.
2. The grievant shall be reimbursed 5 days of back pay and accruals at the rate he was earning on 7/10/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Marcia Brunson
Iowa Board of Regents
Management Co-Chair

Marcia Brunson 11/14/14
Date

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

Mark Frymoyer 11/14/2014
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: SUS⁰⁻⁵

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

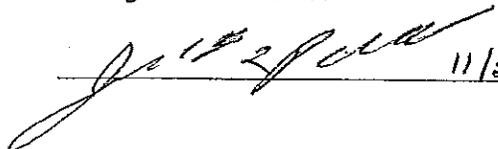
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The ten day suspension shall be reduced to a 5 day suspension.
2. The grievant shall be reimbursed 5 days of back pay and accruals at the rate she was earning on 5/8/2014.
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 # 123601

IDAS Grievance # 14-0429

Grievant Name Tracy Reed

Department/Location IVH

AFSCME Representative Elander

Issue: SIS (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-14-0024

Original Docket Date 12/18/2014

Date Heard 12/18/2014

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

- 3 Day Suspension shall be reduced to a 1 Day Suspension on 3/17/2015, provided no like incidents of like nature occur.
- Grievant shall receive no back pay or accruals.
- This agreement is non precedent setting.

AFSCME Iowa Council 61

Management Co-Chair

[Signature] 12/18/14
Date

Union Co-Chair

[Signature] 12/19/14
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: SUS⁰³

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 1 day suspension.
2. The grievant shall be reimbursed 2 days of back pay and accruals at the rate he was earning on 6/11/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Michelle Grau
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 ten day suspension shall be reduced to a 5 day suspension.
2. The grievant shall be reimbursed 5 days of back pay and accruals at the rate he was earning on 8/11/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Michelle Grau
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(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 ten day suspension shall be reduced to a five day suspension. The sentence "When staff assignments...with your peers." Shall be removed from discipline.
2. The grievant shall receive five days of back pay and accruals at the rate he was earning on 2/21/2014.
3. If there is no further discipline prior to 8/21/2015 the five day suspension shall be removed from the employee's file.
4. If removed under number 3 above there will be no further back pay.
5. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
6. This decision is non precedent setting.

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

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

Michelle Grau

1/29/15

Date

Mark Frymoyer

1/29/2015

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(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 on 7/29/2015 if there is no further discipline of like nature.
2. If reduced the grievant shall receive 2 days of back pay and accruals at the rate she was earning on 3/25/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

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

Michelle Grau 1/29/15
Date

Mark Frymoyer 1/29/2015
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(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

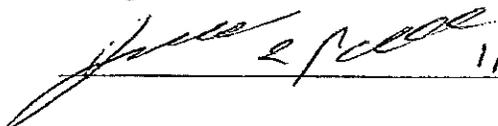
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The five day suspension shall be removed from the employees file.
2. The grievant will 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.

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

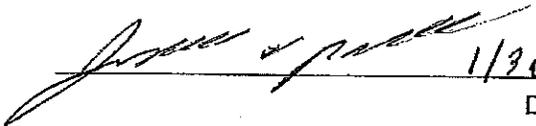
RESOLUTION DESCRIPTION:

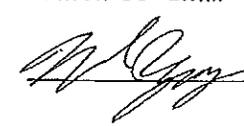
The decision of the Panel is:

1. The three day suspension shall be reduced to a 1 day suspension.
2. The grievant shall receive two days of back pay and accruals at the rate he was earning 3/12/2014.
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

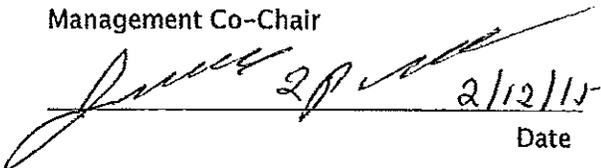
RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:
1. The written reprimand will be removed from the employees file effective 2/12/2015.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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 # 121168 IDAS Grievance # 14-0477
Grievant Name Starla Springs
Department/Location DHS-GRC AFSCME Representative Duke-Abel
Issue: SUS (10) (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(10)

DOCKET INFORMATION

Docket # DHS-14-0069 Original Docket Date 2-26-2015 Date Heard 2-26-2015

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is: 10 Day suspension shall be reduced to a 5 day suspension. The grievant shall receive no back pay. This settlement is non precedent setting. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on IAS website.

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

[Signature]
Date 2/26/15

Adam Swihart
AFSCME Iowa Council 61
Union Representative
Union Co-Chair

[Signature]
Date 2/26/15

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125001

IDAS Grievance # 15-0164

Grievant Name Randy Crawford

Department/Location DHS-GRC

AFSCME Representative Duke Abel

Issue: TER (Choose one of the following)

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

SUS(*)pension TERmination

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

DOCKET INFORMATION

Docket # DHS-15-0067

Original Docket Date 2-26-2015

Date Heard 2-26-2015

RESOLUTION INFORMATION

Resolution: RES

(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 without pay.
2. The grievant shall receive back pay and accruals from the time of the termination until returned to payroll.
3. The decision is non precedent setting.
4. Pursuant to IA Code 22.13 this document may be publicly posted on IAS website.

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

Adam Swichert
AFSCME Iowa Council 61
Union Representative
Union Co-Chair

2/26/15
Date

2/26/15
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125005

IDAS Grievance # 15-0182

Grievant Name Sheryl Castillo

Department/Location DHS - GRC

AFSCME Representative DAKE ABEL

Issue: TER

(Choose one of the following)

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

SUS(*)pension TERmination

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

DOCKET INFORMATION

Docket # DHS-15-0074

Original Docket Date 2-26-2015

Date Heard 2-26-2015

RESOLUTION INFORMATION

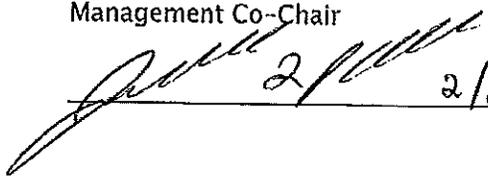
Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

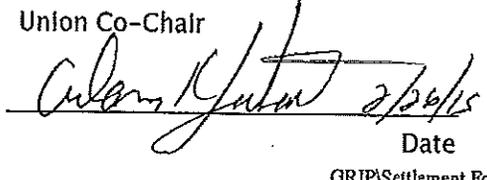
RESOLUTION DESCRIPTION:

The decision of the Panel is: 1. The grievant shall be given the opportunity to resign by 3/26/2015. If the grievant does not submit a resignation letter, the grievance shall be denied.
2. Pursuant to IA Code 22.13 this document may be publicly posted on IAS website.
3. The decision is non precedent setting.

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


2/26/15
Date

Adam Swihart
AFSCME Iowa Council 61
Union Representative
Union Co-Chair


2/26/15
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 119744 IDAS Grievance # 15-0136
 Grievant Name James Garske
 Department/Location IWA-~~600005~~ IVH AFSCME Representative Elander
 Issue: TER (Choose one of the following)
 CLARification (Contract Language issue.) DIScipline (Other than following.)
 SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # IWA-15-0015 Original Docket Date 2-27-2015 Date Heard 2-27-2015

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:
 1. The termination will be reduced to a 5 day Suspension without pay.
 2. The grievant will receive back pay and accruals from the date of termination until returned to payroll.
 3. Pursuant to IA Code Section 22.13 this document may be publicly posted on IAS website.

4. This decision is non precedent setting.

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

Adam Swihart
 AFSCME Iowa Council 61
 Union Representative
 Union Co-Chair

[Signature] 2/27/15
 Date

[Signature]
 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

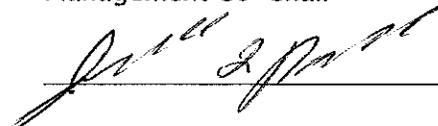
RESOLUTION DESCRIPTION:

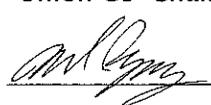
The decision of the Panel is:

1. The three day suspension shall be reduced to a one day suspension.
2. There will be no 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.

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