

**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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

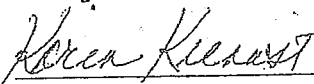
(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

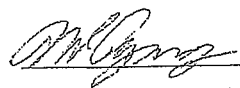
The decision of the Panel is:

1. The grievant shall be reinstated no later 4/15/2011.
2. The time off shall be considered a suspension without pay.

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

 4/1/11  
Date

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

 4/1/11  
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>05</sup>

**DOCKET INFORMATION**

Docket #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENIED SUSTained Deadlocked

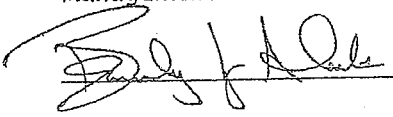
RESOLUTION DESCRIPTION:

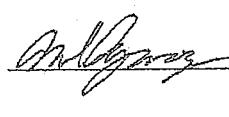
The decision of the Panel is:

1. The five day suspension will be removed from the file on 8/31/12 if there are no further incidents of like nature.
2. There will be no back pay if the suspension is removed.

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

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

 3/11/11  
Date

 3/11/11  
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(5)

**DOCKET INFORMATION**

Docket #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

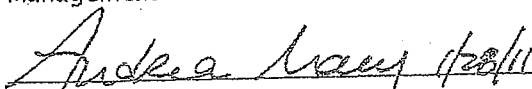
(Choose one of the following) RESolved DENIED SUSTained Deadlocked

**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The "3 days, equaling one week" suspension will be reduced to a written reprimand effective 1/28/2011.
2. The grievant will be reimbursed back pay and accruals at the rate he was earning on September 7, 2010.

Andrea Macy  
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.  
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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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

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

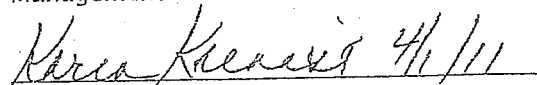
**RESOLUTION DESCRIPTION:**

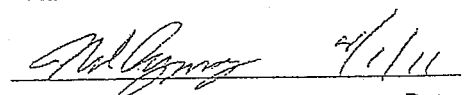
The decision of the Panel is:

1. The 5 day suspension shall be reduced to a 2 day suspension.
2. The grievant will receive back pay and accruals at the rate she was earning on 11/18/2010.
3. If there are no further incidents of like nature the 2 day suspension will be reduced to a one day suspension on 10/01/2012.
4. If the discipline is reduced under number 3 above there will be no further back pay.

Karen Kienast  
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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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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

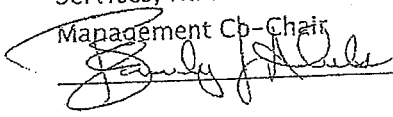
Resolution:

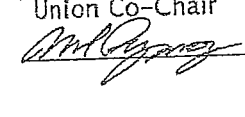
(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The ten day suspension will be reduced to a 3 day suspension.
2. The grievant will be reimbursed 7 days back pay and accruals at the rate she was earning on 11/23/10.
3. The 3 day suspension will be reduced to a 1 day suspension on 3/31/2012 if there are no further incidents of like nature.
4. The 1 day suspension will be reduced to a written reprimand on 3/31/2013 if there are no further incidents of like nature.
5. If the suspension is reduced under number 3 and 4 above the grievant will be reimbursed back pay and accruals at the rate she was earning on 11/23/2010

Bev Abels  
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  
 3/31/11  
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.) DIScipline (Other than following.)

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

**DOCKET INFORMATION**

Docket #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

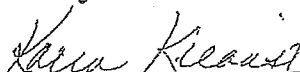
(Choose one of the following) RESolved DENIED SUStained Deadlocked

**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The grievant will be allowed to resign.
2. The grievant will submit a letter of resignation dated the date of termination no later than 4/28/2011. If the letter of resignation is not received the grievance will be denied.
3. The letter of termination will be replaced with the letter of resignation.
4. The grievant will not be allowed to apply for further state employment.

Karen Kienast  
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  
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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 #  Original Docket Date  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 will be reduced to a 3 day suspension.
2. The employee will be reimbursed 2 days of back pay and accruals at the rate he was earning on December 21, 2010.
3. If there are no further incidents of like nature before 5/13/2012 the three day suspension will be reduced to a one day suspension.
4. If the suspension is reduced under number 3 above the employee will receive back pay and accruals at the rate he was earning on December 21, 2010

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

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

*Karen Kienast 9/13/11*

*Mark Frymoyer 5/13/11*

# 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 #  Original Docket Date  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 will be rescinded.
2. The employee shall receive back pay for the period of 5/1/2011 through 10/28/2011 less any unemployment benefits or interim earnings during that time period. All other time will be considered authorized leave without pay.
3. The grievant shall resign effective 10/28/2011.
4. The grievant shall submit a resignation no later than 11/14/2011. The back pay shall be paid following receipt of the resignation and documentation of interim earnings.

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

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

*Karen Kienast* 10/29/11  
Date

*Mark Frymoyer* 10/28/11  
Date



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

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDOP 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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

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

RESOLUTION DESCRIPTION:

~~Iowa Department of Personnel~~  
~~Division Administrator~~  
*DAS-HRE*  
*Karen Keenan 7/28/11*

AFSCME Iowa Council 61  
Associate Director  
*Collyer 7-28-11*

**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 #  Original Docket Date  Date Heard

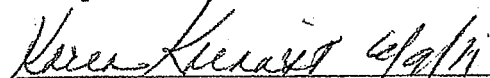
**RESOLUTION INFORMATION**

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


**RESOLUTION DESCRIPTION:**

The decision of the Panel is:  
The written reprimand will be removed 7/1/2011 if no further if no further incidents of like nature.

Karen Kienast  
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

 6/9/11  
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 #  Original Docket Date  Date Heard

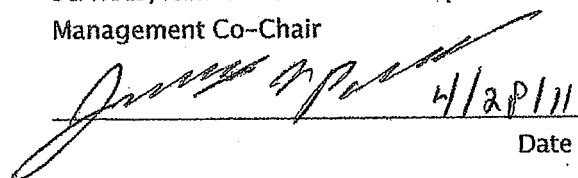
**RESOLUTION INFORMATION**

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

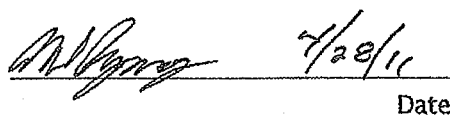
**RESOLUTION DESCRIPTION:**

- The decision of the Panel is:
1. The five day suspension will be reduced to a 3 day suspension.
  2. The employee will receive two back pay and accruals at the rate she was earning on 1/13/11.

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 # 98952 IDOP Grievance # 11-0268  
Grievant Name MATT NEESE  
Department/Location IOWA CORRECTIONAL INSTITUTION FOR WOMEN AFSCME Representative ADAM SWIHART  
Issue: SUS(5) (Choose one of the following)  
CLArification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\* = # of Days -- Example: SUS(15))

**DOCKET INFORMATION**

Docket # DEC-11-0118 Original Docket Date 7/29/11 Date Heard 7/29/11

**RESOLUTION INFORMATION**

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

RESOLUTION DESCRIPTION:  
5 day suspension will be reduced to a 3 day suspension w/ 2 days back pay with no back benefits pay for the 2 day of vacation accrual

DAS - HRE

AFSCME Iowa Council 61

Kevin Keenan 7/29/11

Adam Swihart 7/29/11

**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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

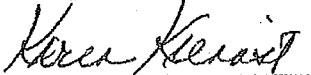
(Choose one of the following) RESolved DENIED SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

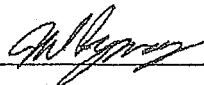
The decision of the Panel is:

1. The grievant will be allowed to resign effective the date of termination.
2. If a resignation is not received by Glenwood Resource Center by 7/14/2011 the grievance will be denied.

Karen Kienast  
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 #  IDOP 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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

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

RESOLUTION DESCRIPTION:

Iowa Department of Personnel  
Division Administrator  
*DHS-HCE*  
*Karen Kuning 7/28/11*

AFSCME Iowa Council 61  
Associate Director  
*[Signature]*  
7-28-11

# 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 #  Original Docket Date  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 will be reduced to a 5 day suspension.
2. The grievant will receive five days of back pay and accruals at the rate she was earning on 3/16/2011.
3. The five day suspension will be reduced to a three day suspension on 3/15/2012 if there are no further incidents of like nature.
4. If reduced under number 3 above the grievant will receive two more days of back pay and accruals.

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

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

*Karen Kienast* 8/26/11  
Date

*Mark Frymoyer* 8/26/11  
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(30)

**DOCKET INFORMATION**

Docket #  Original Docket Date  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 and final warning will be reduced to a 5 day suspension.
2. The grievant will be reimbursed five days back pay and accruals at the rate he was earning on 4/21/2011 through 5/4/2011.

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

*Karen Kienast*    11/18/11  
\_\_\_\_\_  
Date

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

*Mark Frymoyer*    11/18/11  
\_\_\_\_\_  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

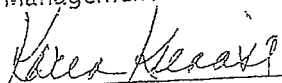
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The 3 day suspension will be reduced to a one day suspension.
2. The grievant will be reimbursed two days of back pays and accruals at the rate he was earning on 5/23/2011 and 5/24/2011.

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

 10/27/11  
Date

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

 10/27/11  
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 116547 IDAS Grievance # 11-0460  
Grievant Name Jim Gustafson  
Department/Location Iowa Correctional Institution for Women AFSCME Representative Adam Swihart  
Issue: SUS(3) (Choose one of the following)  
CLARification (Contract Language Issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS(15)

DISCIPLINE INFORMATION

Docket # DOC-12-0028 Original Docket Date 10/27/2011 Date Heard 10/27/2011

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:  
The decision of the Panel is:  
1. The 3 day suspension will be reduced to a coaching and counseling.  
2. The grievant will be reimbursed three days back pay and accruals at the rate he was earning on 5/17/2011 through 5/19/2011.  
3. The grievant shall take three hours of vacation/comp or unpaid leave for the three hours  
4. Progressive Discipline will be based on the discipline of 6/30/2010.

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

*Andrea Macy* 10/27/11  
Date

*Mark Frymoyer* 10/27/11  
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 107085 IDAS Grievance # 11-0429-11-2165  
Grievant Name Lidia Zavaia  
Department/Location Iowa Veterans Home AFSCME Representative Greg Lewis  
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-11-0006 Original Docket Date 9/30/2011 Date Heard 9/30/2011

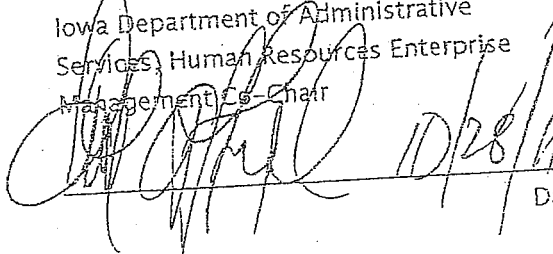
RESOLUTION INFORMATION

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

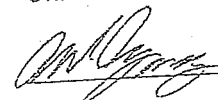
RESOLUTION DESCRIPTION:

- The decision of the Panel is:
1. [Redacted] before 9/30/2012 the 3 day suspension will be reduced to a 1 day suspension.
  2. If the suspension is reduced under number one above the grievant will receive 2 days of back pay and accruals at the rate she was earning on 5/26/11.

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

  
Date 10/28/11

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

  
Date 10/28/11

**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 #  Original Docket Date  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 with no further State Employment.
2. The grievant will submit a written letter of resignation no later than 11/10/2011. 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 he was

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

*Andrea Macy* 10/27/11  
Date

*Mark Frymoyer* 10/27/11  
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 #  Original Docket Date  Date Heard

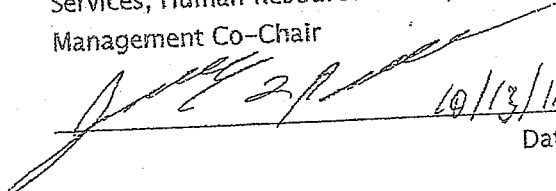
RESOLUTION INFORMATION

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

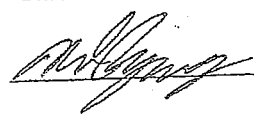
RESOLUTION DESCRIPTION:

The decision of the Panel is:  
1. The three day suspension will be reduced to a written reprimand.

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(15)

**DOCKET INFORMATION**

Docket #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

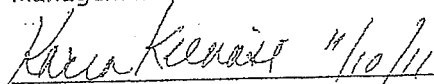
**RESOLUTION DESCRIPTION:**

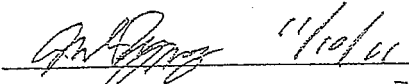
The decision of the Panel is:

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 11/23/2011. 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.

Karen Kienast  
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.  
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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 #  Original Docket Date  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 with no further employment with State of Iowa.
2. The grievant will submit a written letter of resignation no later than 3/9/2012. 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 he was earning at the time he resigned.

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

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

*Karen Kienast* 2/24/12  
Date

*Mark Frymoyer* 2/24/12  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

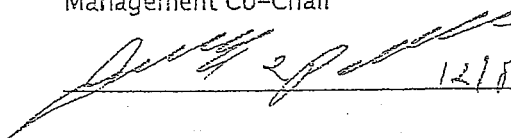
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The grievant will be allowed to resign effective the date of termination with no further employment with Iowa Department of Corrections.
2. The grievant will submit a written letter of resignation no later than 12/22/2011. 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 he was earning at the time he resigned.

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(10)

**DOCKET INFORMATION**

Docket #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

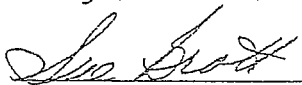
**RESOLUTION DESCRIPTION:**

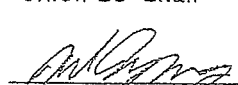
The decision of the Panel is:

1. The ten day suspension will be reduced to a five day suspension.
2. The grievant will be reimbursed for 5 days of back pay and accruals at the rate she was earning on 7/5/2011.

Sue Brott  
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.  
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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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

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

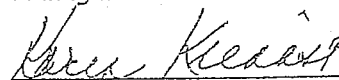
**RESOLUTION DESCRIPTION:**


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 12/02/2011. 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.

Karen Klenast  
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 11/18/11

  
Date 11/18/11

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

**GRIEVANCE INFORMATION**

AFSCME Grievance #	111213	IDAS Grievance #	12-0025
Grievant Name	Colleen Monroe		
Department/Location	Iowa Workforce Development- Ft. Dodge	AFSCME Representative	Adam Swihart
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 #	IWD-12-0003	Original Docket Date	10/27/2011	Date Heard	10/27/2011
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**RESOLUTION INFORMATION**

Resolution: RES

(Choose one of the following) RESolved    DENIED    SUStained    Deadlocked

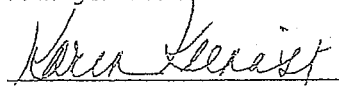
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The grievant will be allowed to resign effective the date of termination with no further employment with Iowa Workforce Development.
2. The grievant will submit a written letter of resignation no later than 11/10/2011. 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.

Karen Kienast  
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 10/27/11

  
Date 10/27/11

**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: SUS035

**DOCKET INFORMATION**

Docket #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**


Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

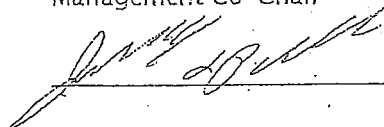
The decision of the Panel is:

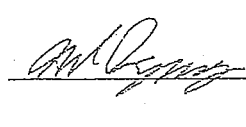
1. The grievant will be returned to work no later than February 24, 2012.
2. The grievant shall retain his original seniority date.
3. The time off will be considered authorized leave without pay.



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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

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

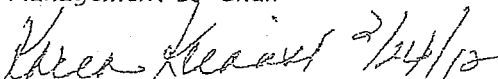
**RESOLUTION DESCRIPTION:**

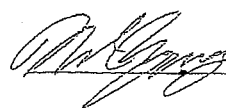
The decision of the Panel is:

1. The grievant will be returned to payroll effective 12/15/2011.
2. Time from 7/21/2011 to 12/14/2011 will be considered suspension without pay.
3. Grievant will receive back pay and accruals for the period of 12/15/2011 till she is returned to work.
4. 

Karen Kienast  
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.  
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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: SUS0<sup>9</sup>

**DOCKET INFORMATION**

Docket #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

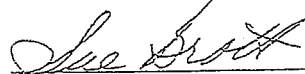
**RESOLUTION DESCRIPTION:**

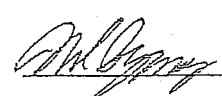
The decision of the Panel is:

1. The grievant will be allowed to resign effective the date of termination with no further employment with Iowa Workforce Development.
2. The grievant will submit a written letter of resignation no later than 02/10/2012. 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.

Sue Brott  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

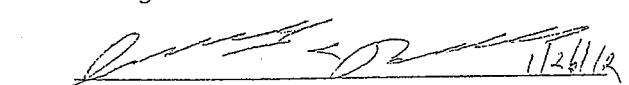
Resolution:   
(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

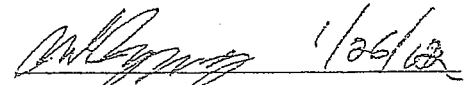
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:  
1. The one day suspension will be reduced to a written reprimand.  
2. The grievant will be reimbursed one day back pay and accruals at the rate she was earning on July 15, 2011.

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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

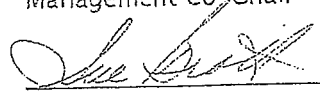
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

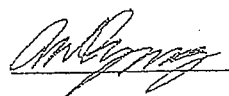
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:  
1. The 3 day suspension will be reduced to a 1 day suspension.  
2. The grievant will be reimbursed two days of back pay and accruals at the rate he was earning on 8-19-2011.

Sue Brott  
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 2/9/12

  
Date 2/7/12



**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 #  Original Docket Date  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 4/13/12. 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.

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

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

*Karen Kienast* 3/30/12  
Date

*Mark Frymoyer* 3/30/12  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

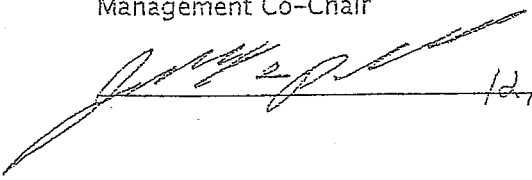
**RESOLUTION DESCRIPTION:**


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 12/22/2011. 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 he was earning at the time he resigned.

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: SUS059

**DOCKET INFORMATION**

Docket #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

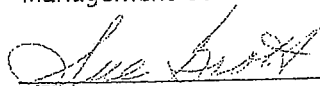
**RESOLUTION DESCRIPTION:**

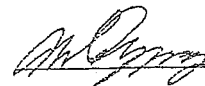
The decision of the Panel is:

1. If there are no further incidents of like nature before 8/9/2012 the 3 day suspension will be reduced to a 1 day suspension.
2. If the discipline is reduced under #1 the grievant will be reimbursed two days of back pay and accruals at the rate she was earning on 9-2-2011.
3. If there are no further incidents of like nature before 8/9/2013 the 1 day suspension will be reduced to a Written Reprimand.
4. If the discipline is reduced under #1 the grievant will be reimbursed one day of back pay and accruals at the rate she was earning on 9-2-2011.

Sue Brott  
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**

**CREDENCE 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(30)

**DOCKET INFORMATION**

Docket #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:  
The written reprimand will be removed from the employee's file.

Karen Kienast  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair  
*Karen Kienast* 12/16/11  
Date

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair  
*Mark Frymoyer* 12/16/11  
Date

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

**GRIEVANCE INFORMATION**

AFSCME Grievance # 106343 IDAS Grievance # 12-0237  
Grievant Name Teri Chapman  
Department/Location Iowa Correction Institution for Women AFSCME Representative Adam Swihart  
Issue: SUS(5) (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-12-0129 Original Docket Date 12/16/2011 Date Heard 12/16/2011

**RESOLUTION INFORMATION**

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:  
1. The 5 day suspension will be reduced to a 3 day suspension.  
2. There will be no back pay awarded with the reduction.

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

*Karen Klenast* 12/16/11  
Date

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

*Mark Frymoyer* 12/16/11  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

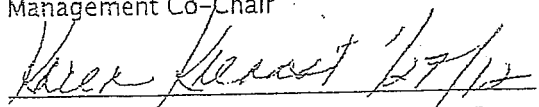
**RESOLUTION DESCRIPTION:**

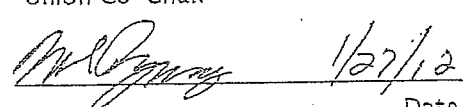
The decision of the Panel is:

1. The 3 day paper suspension will be reduced to a 1 day paper suspension.
2. If there is no further incidents of like nature the 1 day suspension will be reduced to a written reprimand on 1/27/2013.

Karen Kienast  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENIED SUStained Deadlocked

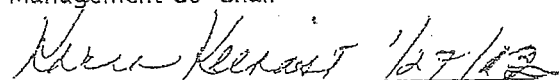
**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The grievant shall be returned to work no later than 2/17/2012.
2. There will be no back pay.
3. The grievant shall retain her original seniority date and any sick leave she had on the books at the time of termination.

Karen Kienast  
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

 1/27/12  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENIED    SUStained    Deadlocked

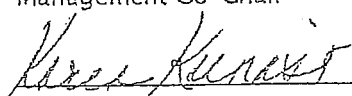
**RESOLUTION DESCRIPTION:**

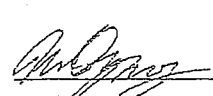
The decision of the Panel is:

1. The 3 day suspension will be removed from the employees file.
2. The employee will be reimbursed for 3 days of back pay and accruals at the rate she was earning on October 10<sup>th</sup> through 12<sup>th</sup>, 2011.

Karen Kienast  
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 1/13/12

  
Date 1/13/12



**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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

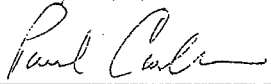
**RESOLUTION DESCRIPTION:**

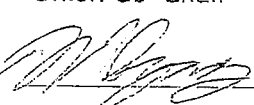
The decision of the Panel is:

1. The 3 day suspension will be reduced to a 1 day suspension.
2. The grievant will receive 2 days back pay at the rate he was earning on 10-17-2011.

Paul Carlson  
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 # 117743 IDAS Grievance # 12-0389  
Grievant Name Sherri Watkins  
Department/Location Glenwood Resource Center AFSCME Representative Matt Butler  
Issue: SUS(1) (Choose one of the following)  
CLARification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days Example: SUS(45)

DOCKET INFORMATION

Docket # DHS-13-0004 Original Docket Date 08/31/2012 Date Heard 08/31/2012

RESOLUTION INFORMATION

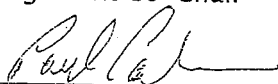
Resolution: RES  
(Choose one of the following) RESolved DENied SUStained Deadlocked

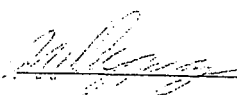
RESOLUTION DESCRIPTION:

The decision of the Panel is:  
1. The 1 day suspension will be reduced to a written reprimand.  
2. The grievant will be reimbursed 1 day back pay and accruals at the rate she was earning on 11/2/2011.  
This decision is non-precedent setting

Paul Carlson  
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 8/31/12

  
Date 8/31/12

**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 #  Original Docket Date  Date Heard

**RESOLUTION DESCRIPTION**

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

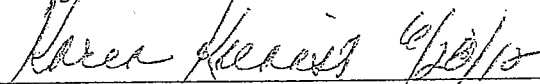
**RESOLUTION DESCRIPTION:**

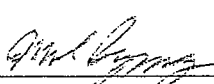
The decision of the Panel is:

1. If there are no further incident of like nature prior to 6/28/2013 the 3 day suspension will be reduced to a 1 day suspension.
2. If reduced under number 1 above there will be no back pay or accruals.

Karen Kienast  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked


**RESOLUTION DESCRIPTION:**

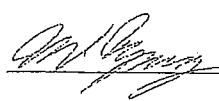
The decision of the Panel is:

1. The termination will be reduced to a 10 day suspension . This discipline shall only be used in progressive discipline for like incidents.
2. Grievant will be returned to payroll and received back pay and accruals effective 2-1-2012. All other time off will be considered an approved leave of absence without pay.
3. Grievant shall have her original seniority date and any sick leave that was on the books at the time of termination restored.

Karen Kienast  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENIED    SUStained    Deadlocked

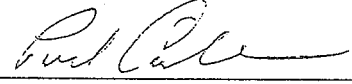
**RESOLUTION DESCRIPTION:**

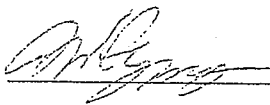
The decision of the Panel is:

1. The grievant will be allowed to resign effective the date of termination with no further IVH employment.
2. The grievant will submit a written letter of resignation no later than 08/10/2012. 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 he was earning at the time he resigned and titles of positions he held.

Paul Carlson  
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 # 119309 IDAS Grievance # 12-0442  
Grievant Name Dan Schrock  
Department/Location IMCC AFSCME Representative Anderson  
Issue: SUS (15) (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-13-0031 Original Docket Date            Date Heard 11.8.12

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is: *then* On 5.13.14 reduce 15 day to 9 day w/6 days back pay and accrued benefits @ current rate of pay and  
Non president setting

~~Karen Kienast~~ Paul Carlson  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

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

Paul Carlson 11/8/12  
Date

Preston DeBeer 11.8.12  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

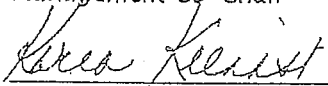
Resolution:   
(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

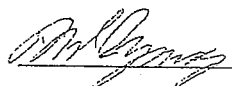
The decision of the Panel is:

1. The three day suspension shall be removed.
2. The grievant shall receive three days of back pay and accruals at the rate he was earning on 12/19/2011.
3. The reassignment shall remain, with the grievant having his bid rights.

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

 3/8/12  
Date

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

 3/8/12  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

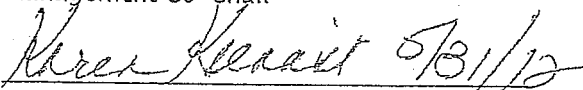
Resolution:   
(Choose one of the following) RESolved DENIED SUStained Deadlocked


RESOLUTION DESCRIPTION:

The decision of the Panel is:  
1. The 10 day suspension and final warning will be reduced to a 5 day suspension and final warning for like incidents.  
2. The grievant will be reimbursed for 5 days of back pay and lost accruals at the rate she was earning on 12/20/2011.

Karen Kienast  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked


**RESOLUTION DESCRIPTION:**

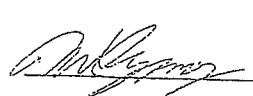
The decision of the Panel is:

1. If there are no further incidents of like nature prior to 4/12/2013 the three day suspension will be reduced to a 1 day suspension. If reduced the grievant will receive two days of back pay and accruals at the rate she was earning on 12/29/2011.
2. If there are no further incidents of like nature prior to 4/12/2014 the one day suspension will be reduced to a written reprimand. There will be no further back pay if reduced.
3. If no further incidents of like nature prior to 4/12/2015 the written reprimand will be removed.

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

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

 4/10/12  
Date

 4/12/12  
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 #  Original Docket Date  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 will be removed from the employees file.
2. There will be no back pay or accruals.

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

*Karen Kienast* 7/13/12  
Date

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

*Mark Frymoyer* 7/13/12  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

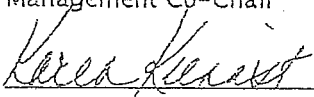
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

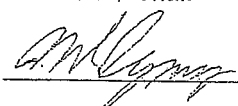
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:  
1. The written reprimand will be removed from the grievant's file on 7/23/2012 if there are no further incidents of like nature.

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

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

 3/8/12  
Date

 3/8/12  
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(5)pension~~    ~~TERmination~~    (\*) = # of Days -- Example: SUS(5)

**DOCKET INFORMATION**

Docket #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

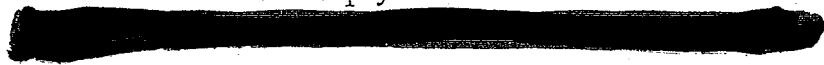
Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

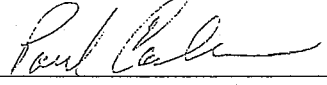
The decision of the Panel is:

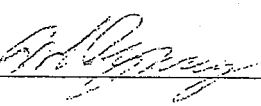
1. The 5 day suspension shall be reduced to a 3 day suspension.
2. There will be no back pay or accruals.



Paul Carlson  
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 # 122573 IDAS Grievance # 12-0775  
Grievant Name JEFF CREEGAN  
Department/Location DHS/WOODWARD AFSCME Representative JEFF CRAWFORD  
Issue: 10-DAY SUS. (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-13-0060 Original Docket Date          Date Heard 6/27/13

**RESOLUTION INFORMATION**

Resolution: RES.  
(Choose one of the following) RESOLVED DENIED SUStained Deadlocked  
RESOLUTION DESCRIPTION:

The decision of the Panel is: THE 10-DAY SUSPENSION IS REDUCED TO 5-DAY SUSPENSION WITH NO BACKPAY. [REDACTED]  
[REDACTED]  
THIS DECISION IS NON-PRECEDENT SETTING.

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

Paul Carlson 6/27/13  
Date

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

Adam Swihart 6/27/13  
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 #  Original Docket Date  Date Heard

RESOLUTION INFORMATION


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

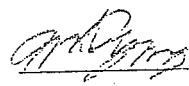
RESOLUTION DESCRIPTION:

The decision of the Panel is:  
1. The 10 day suspension [redacted] shall be reduced to a 3 day suspension. [redacted]  
2. The grievant will be reimbursed for 5 days of back pay and accruals at the rate he was earning on 4-23-2012.  
This decision is non-precedent setting.

Paul Carlson  
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 # 121604 IDAS Grievance # 12-0861  
Grievant Name Patrick Vrodenburg  
Department/Location ISP AFSCME Representative Broenwald  
Issue: SUS (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 13-0065 Original Docket Date          Date Heard 12.14.12

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is: The 10-day suspension will be reduced to a 5-day suspension. The grievant will receive 5 days of back pay at the May 21, 2012 rate of pay. Grievant will receive all accruals for 5 days as well. Non-Precedent setting

~~Karen Kienast~~ Paul Carlson  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

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

Paul Carlson 12/14/12  
Date

Preston DeBoer 12.14.12  
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 122150 IDAS Grievance # 12-0880  
Grievant Name Adra Burns  
Department/Location 100C / 1mcc AFSCME Representative Anderson  
Issue: Susp (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-13-0039 Original Docket Date 12-13-12 Date Heard 12-13-12

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is: The 1 day susp. will be removed from the Grievants file and be replaced with a written reprimand. The written reprimand will be removed on 5/25/13. The Grievant shall receive reimbursement of 10 days pay and accruals immediately at the employers rate of pay at the time of discipline.

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

AFSCME Iowa Council 61 Union Co-Chair

Paul Cole 12/13/12  
Date

Carol Fisher 12-13-12  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

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

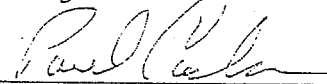
**RESOLUTION DESCRIPTION:**

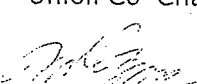
The decision of the Panel is:

1. The grievant will be allowed to resign effective the date of termination with no further IVH employment.
2. The grievant will submit a written letter of resignation no later than 09/13/2012. 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 and titles of positions she held.
5. This is non-precedent setting.

Paul Carlson  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

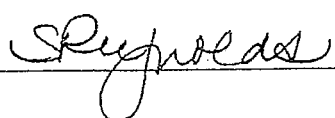
The decision of the Panel is:


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 08/9/2013. 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.

Non Precedent Setting

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

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

 7/26/13  
Date

 7/26/13  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

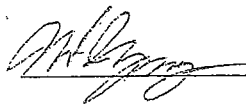
1. The written reprimand will be reduced to a coach and counseling.

This decision is non-precedent setting.

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

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

 3/1/13  
Date

 3/1/13  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**


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

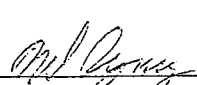
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
2. There will be no back pay or accruals.
3. The written reprimand will be dated 9-11-2012.

This decision is non-precedent setting.

Paul Carlson  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair  
  
Date 3/28/13

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair  
  
Date 3/29/13

**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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENIED SUStained Deadlocked

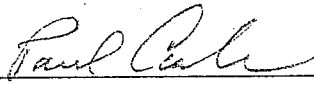
**RESOLUTION DESCRIPTION:**

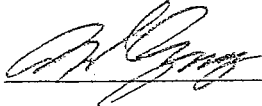
The decision of the Panel is:

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 6/14/2013. 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.
5. The grievant will not seek reemployment at the Iowa Veterans Home.

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

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

 5/31/13  
Date

 5/31/13  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

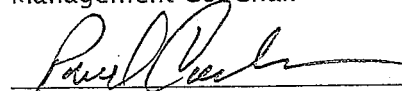
(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**


The decision of the Panel is:

1. The 1 day suspension will be reduced to a written reprimand.
2. The grievant shall be reimbursed for 1 day of back pay and accruals at the rate she was earning on 10-31-2012.
3. The written reprimand will be removed on 02-14-14 per the contract language.
4. THIS IS NON-PRECEDENT SETBACK. PE 2/14/13  
mb

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

 2/14/13  
Date

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

 2/14/13  
Date

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

**GRIEVANCE IDENTIFICATION**

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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

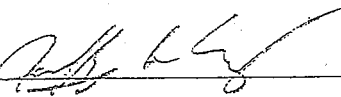
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:


- the discipline shall be removed from the employees file.
- There will be no back pay if removed under number 1 above.

This is non-precedent setting.

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

 11/21/13  
Date

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

 11/21/13  
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

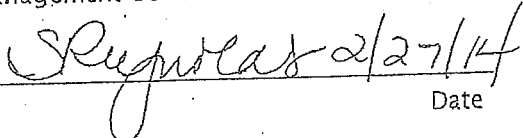
**RESOLUTION INFORMATION**

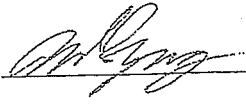
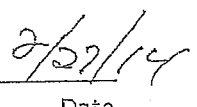
Resolution:   
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:  
The decision of the Panel is:  
1. The 1 day suspension will be reduced to a written reprimand.  
2. There will be no back pay or accruals.  
This is non-precedent setting.

Stephanie Reynolds  
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 #  Original Docket Date  Date Heard

RESOLUTION INFORMATION

Resolution:

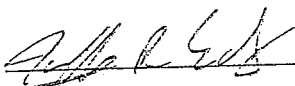
(Choose one of the following) RESolved DENIED SUStained Deadlocked

RESOLUTION DESCRIPTION:

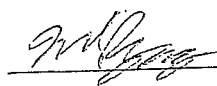
The decision of the Panel is:

1. The written reprimand will be removed from the employees file effective 11/22/2013.

Jeff Edger  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

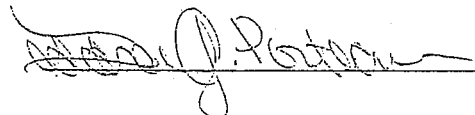
The decision of the Panel is:

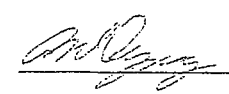
1. One day suspension shall be reduced to a written reprimand.
2. Grievant shall receive one day of back pay at the rate he was earning on April 6, 2013.

This 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

   
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 #  Original Docket Date  Date Heard


RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

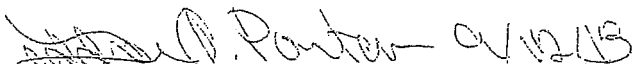
The decision of the Panel is:

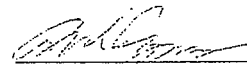
1. The 3 day suspension shall be reduced to a 1 day suspension on September 12, 2014 
2. If reduced under number 1 there will be no back pay.

This 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

 9/12/13  
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 10 day suspension will be reduced to a 5 day suspension.
2. The grievant will be reimbursed for 5 days of back pay and accruals at the rate he was earning on 6/21/2014. *AB*

This is non-precedent setting.

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

*Stephanie Reynolds*  
Date 2/27/14

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

*Mark Frymoyer*  
Date 2/27/14

**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:**

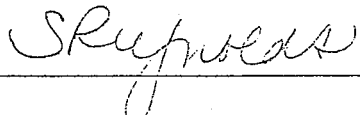
The decision of the Panel is:

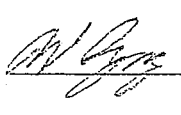
1. The written reprimand shall be removed from the employees file effective immediately.

This is non-precedent setting.

Stephanie Reynolds  
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

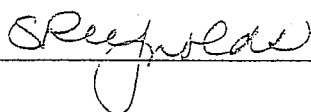
**RESOLUTION DESCRIPTION:**

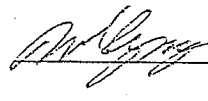
The decision of the Panel is:

1. The grievant will be allowed to resign effective the date of termination. The grievant will not be allowed to apply for future state employment.
2. The grievant will submit a written letter of resignation no later than 02/14/2014. 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.

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

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

 1/30/14  
Date

 1/30/14  
Date

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

CONFIDENTIAL 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)

CONFIDENTIAL INFORMATION

Docket #  Original Docket Date  Date Heard

CONFIDENTIAL INFORMATION

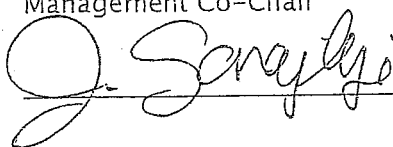
Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

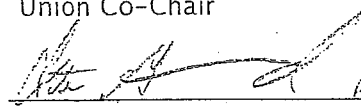
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:  
The 1 day suspension will be removed from the grievants personnel file on 2-13-2015. There will be no back pay as a result of this retraction.

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

 2/13/14  
Date

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

 2-17-14  
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 #  Original Docket Date  Date Heard

RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:  
[REDACTED] the 10 day suspension will be reduced to a 5 day suspension. (There will be no back pay for the reduction.)

~~Paul Carlson~~ *Jasmina Sarajlic*  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair

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

*J. Sarajlic* 2/13/14  
Date

*Mark Frymoyer* 2-13-14  
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:**

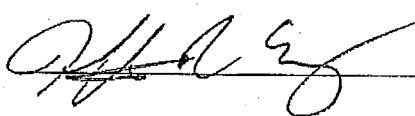
The decision of the Panel is:

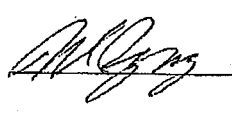
1. The written reprimand will be removed from the employees file on 10/29/2014 if there are no further incidents of like nature.

This decision is non precedent setting

Jeff Edgar  
IDAS  
Management Co-Chair

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

 5/8/14  
Date

 5/8/14  
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 #  Original Docket Date  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENied    SUStained    Deadlocked

**RESOLUTION DESCRIPTION:**

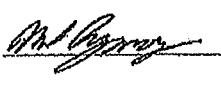
The decision of the Panel is:

1. The termination will be changed to a resignation effective July 7, 2010.
2. The grievant will not be allowed to seek future DOC employment with the State of Iowa.
3. Request for reference will be responded to with start date, end date, and wage at the time of resignation.

Andrea Macy  
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 #  Original Docket Date  Date Heard


**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

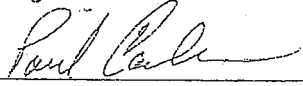
**RESOLUTION DESCRIPTION:**

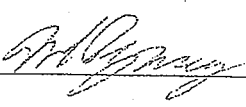
The decision of the Panel is:

1. The 5 day suspension shall be reduced to a 3 day suspension.
2. There will be no back pay or accruals.
3. 

Paul Carlson  
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 #  Original Docket Date  Date Heard

**RESOLUTION/TERMINATION**

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 08/9/2013. 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.

*non precedent setting*

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

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

Steph Reynolds 7/26/13  
Date

Mark Frymoyer 7/26/13  
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 34175 ~~DHS-13-0059~~ IDAS Grievance # 13 ~~13~~  
Grievant Name MARIANE KEEM  
Department/Location DAS/ELDORA AFSCME Representative EILANDER  
Issue: TER (Choose one of the following)  
CLarification (Contract Language issue.) DIScipline (Other than following.)  
SUS(\*)pension TERmination (\*) = # of Days -- Example: SUS<sup>30</sup>

DOCKET INFORMATION

Docket # DHS-13-0059 Original Docket Date  Date Heard 6/27/13

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:  
GRIEVANT WILL BE ALLOWED TO RESIGN IN LIEU OF TERMINATION IF GRIEVANT SUBMITS RESIGNATION LETTER ON/BEFORE JULY 12, 2013. IF NO RESIGNATION LETTER IS RECEIVED BY THE NOTED DATE, THE GRIEVANCE IS DENIED.

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

Paul Carlson 6/27/13  
Date

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

Adam Swihart 6/27/13  
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:**

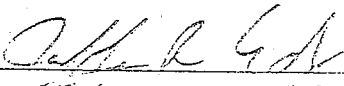
The decision of the Panel is:

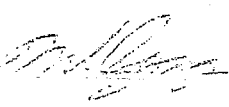
1. The one day suspension shall be reduced to a written reprimand effective the date of issuance.
2. The grievant shall receive one day back pay and accruals at the rate she was earning on 8-13-2012.

This 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

 9/27/13  
Date

 9/27/13  
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>019</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

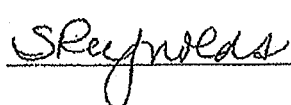
The decision of the Panel is:


1. The grievant will be allowed to resign effective the date of termination.
2. The grievant will submit a written letter of resignation no later than 10/10/2013. 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 he was earning at the time he resigned.

This is non-precedent setting.

Stephanie Reynolds  
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 9/26/13

  
Date 9/26/13

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

**GRIEVANCE INFORMATION**

13-0207

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: SUS05

**DOCKET INFORMATION**

Docket #  Original Docket Date  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 08/9/2013. 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.

Non Precedent Setting

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

*Stephanie Reynolds* 7/26/13  
Date

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

*Mark Frymoyer* 7/26/13  
Date



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

GRIEVANCE INFORMATION

AFSCME Grievance # 97756 IDAS Grievance # 13-0310

Grievant Name Matt Travis

Department/Location DOC - Newton AFSCME Representative Swihart

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 # 13-0131 Original Docket Date Date Heard 6.28.13

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:  
The Grievant will be allowed to resign in lieu of termination by 07.19.2013. If no letter is received by that date the grievance is denied.

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

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

Paul Carlson 6/28/13  
Date

Greg A Lewis 6/28/13  
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 97760 IDAS Grievance # 13-0311

Grievant Name Mark Fisher FISER

Department/Location DOC - Newton AFSCME Representative Swihart

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 # 13-0137 Original Docket Date          Date Heard 6.28.13

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is: The Grievant will be allowed to resign by 07.19.2013 in lieu of termination. If no letter of resignation is received by that date, the grievance will be denied.

Paul Carlson  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair  
Paul Carlson 6/28/13  
Date

~~Adam Swihart~~ Greg Lewis  
AFSCME Iowa Council 61  
Union Representative  
Union Co-Chair  
Greg A Lewis 6/28/2013  
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 118379

IDAS Grievance # 13-0400

Grievant Name Bob Sohl

Department/Location Clarinda MHI

AFSCME Representative Matt Butler

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 # 13-0098

Original Docket Date

8/29/13

Date Heard

8/29/13

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

- Grievant will be permitted to resign in lieu of termination provided Grievant submits a letter of resignation to Management on or before September 13, 2013. If no letter is submitted, grievance is denied.
- This decision is non-precedent setting.

Jeffrey Edger  
Karen Kienast

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

*[Signature]*

8/29/13

Date

~~Mark Tymover~~ Adam

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

*[Signature]*

8/29/13

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<sup>15</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

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

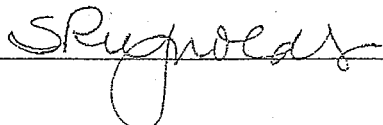
**RESOLUTION DESCRIPTION:**

The decision of the Panel is: Resolved

This Grievance is resolved as follows:

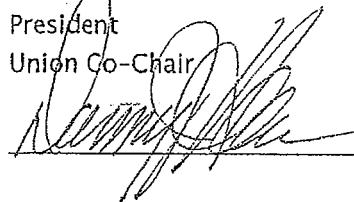
- 1) The Grievant's one (1) day suspension will be reduced to a written reprimand and the grievant will not receive any back pay or benefit accruals.
- 2) This Settlement is non precedent.

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



4/25/2014  
Date

Danny Homan  
AFSCME Iowa Council 61  
President  
Union Co-Chair



4/25/2014  
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

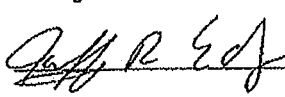
**RESOLUTION DESCRIPTION:**

**The decision of the Panel is:**

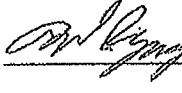
1. The grievant will be allowed to resign effective the date of termination.
2. The grievant will submit a written letter of resignation no later than 10/10/2013. If the letter is not submitted the grievance will be denied.
3. The letter of resignation will replace the letter of termination in the employees 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.

This is non-precedent setting.

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

 9/27/13  
Date

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

 9/27/13  
Date

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

[Redacted]

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)

[Redacted]

Docket #  Date Heard

[Redacted]

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is: Resolved

This Grievance is resolved as follows:

- 1) The Grievant will receive one (1) day of back pay at the rate of pay the grievant was receiving on April 3, 2013 and any benefit accruals the Grievant may have lost.
- 2) The one (1) day suspension will be removed from the Grievant Personnel file.
- 3) This Settlement is non precedent.

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

Danny Homan  
AFSCME Iowa Council 61  
President  
Union Co-Chair

4/25/2014  
Date

4/25/2014  
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. If there are no further incidents of like nature prior to 12/1/2014 the 1 day suspension will be removed from the grievant's file.
  2. If removed from the file there will be no back pay.

This decision is non precedent setting.

Neil Barrick  
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:**

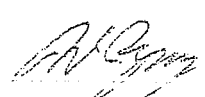
The decision of the Panel is:

1. The grievant will be allowed to resign effective 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

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

 7/10/14  
Date

 7/10/14  
Date