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	· ·						
AFSCME Grievance	102130	IDAS Grievance #	10-0188				
Grievant Name	Ronaldo Morales						
Department/Locai	Woodward Resource Center	AFSCME Representative	e Greg Lewis				
Issue: TER	(Choose on	e of the following)					
CLArification (Contract Language issue.) DIScipline (Other than following.)							
SUS(*)pensi		(*) = # of Days Example:	SUSu ₂)				
:[0:1/8:42#E35/120];	WAARONE						
Docket #	0022 Original Do	cket Date 04/01/2011 Date	04/01/2011 Heard				
angharesek	NEGRIVENION.		<u>.</u>				
Resolution: RE	es .						
(Choose one of th	ne following) RESolved	DENied SUStained	Deadlocked				
RESOLUTION DES	CRIPTION:		32				
The decision of the	e Panel is: nt shall be reinstated no later ff shall be considered a suspe	4/15/2011.	NATIONAL PROPERTY OF THE PROPE				
2. The time of	II SHALL DE CONSIDETEU A SUSPE	The party of the p	TOTAL STATE OF THE				

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

Horen Kilnust 4/1/11
Date

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

MW Cymp 9/1/11
Date

Management Co-Chair

GRIDVANCE INTORWATION	
Ph-99000002-PhilipMeSta - PhilipMeSta - Phil	
AFSCME Grievance # 98558	IDAS Grievance #
Grievant Name Josh Miller	
Department/Location Iowa Medical and Classification Center	AFSCME Representative Earlene Anderson
Issue: SUS(5) (Choose	one of the following)
CLArification (Contract Language	e issue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)
DOGERGRANGO RAVATRON	
Docket # DOC-11-0063 Original	Docket Date Date Heard 03/11/11 Date Heard
TERSOLUMEONING RIVERUON	
Resolution: RES	
(Choose one of the following) RESolve	ed DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
The decision of the Panel is: 1. The five day suspension will be reme incidents of like nature. 2. There will be no back pay if the susp	oved from the file on 8/31/12 if there are no further pension is removed.
Bey Abels	Mark Frymoyer
lowa Department of Administrative	AFSCME Iowa Council 61
Services, Human Resources Enterprise	Assistant to the President

Union Co-Chair

TERNOMENGED IN TOLINICATION

Management Co-Chair

	(2) (2) (2) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3					
AFSCME Grievance # 99648	IDAS Grievance #					
Grievant Name						
Department/Location Alcoholic Beverages – Department/Location	AFSCME Representative Adam Swihart					
lssue: SUS(5) (Choose of	one of the following)					
CLArification (Contract Language issue.) DIScipline (Other than following.)						
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)					
BIOGRAPHINGUNIANON						
Docket # ABD-11-0001 Original Docket Date 1/28/11 Date Heard 1/28/11						
-RIBSOJEGHNONSENIEORIVASHION						
Resolution: RES						
(Choose one of the following) RESolved	DENied SUStained Deadlocked					
RESOLUTION DESCRIPTION:						
1/20/2011	ension will be reduced to a written reprimand effective pay and accruals at the rate he was earning on					
Andrea Macy Iowa Department of Administrative	Mark Frymoyer AFSCME Iowa Council 61					
Services, Human Resources Enterprise Assistant to the President						

Union Co-Chair

Termanangabanjaokininga (o)n

AFSCME	E Grievance # 115147 IDAS Grievance #	11-0170					
Grievan	t Name						
	ment/Location Clarinda Correctional AFSCME Representativ	e Matt Butler					
lssue:	SUS(5) (Choose one of the following)	•					
C	LArification (Contract Language issue.) DIScipline (Other t	han following.)					
S	US(*)pension TERmination (*) = # of Days Example	: SUS(15)					
#10(e)?	<u> </u>						
Docket :	# DOC-11-0057 Original Docket Date 04/01/2011 Date	04/01/2011 Heard					
ROSOJĄUSYKONTUNIEDRĄDIN							
Resolut	Resolution: RES						
(Choos	e one of the following) RESolved DENied SUStained	Deadlocked					
RESOLU	JTION DESCRIPTION:						
1. 2. 3.	ecision of the Panel is: The 5 day suspension shall be reduced to a 2 day suspension. The grievant will receive back pay and accruals at the rate she was earning of there are no further incidents of like nature the 2 day suspension will be day suspension on 10/01/2012. If the discipline is reduced under number 3 above there will be no further	be reduced to a one					

Karen Kienast

lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Date

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

Nedra Maria Companda Companda

A CARGEDAVARULE DA AL	/He0/////2012		
	94832	IDAS Grievance #	1-0181
AFSCME Grievand	Megan Johanson		
Grievant Name	Fort Dodge Correctional	AFSCME Representative	Adam Swihart
Department/Loc	ation Facility	Aracine Representative	
Issue: SUS(10)	(Choose on	e of the following)	
CLArificati	ion (Contract Language is:	sue.) DIScipline (Other tha	an following.)
SUS(*)pen	sion TERmination	(*) = # of Days Example: 3	SA2(12)
idio(a)(a)kaonad	oranyman (OAN		
DOC-1	1-0058 Original Do	03/31/2011 Date H	03/31/2011 leard
Docket #	Original Do		•
ALONGO BAGESTE	ANNAORAWAYOON		t de la company
Resolution:	RES		- 11 1
(Choose one of	the following) RESolved	DENied SUStained I	Deadlocked
RESOLUTION D			
The decision of the	ne Panel 18: day suspension will be reduced to	a 3 day suspension.	a serning OB
2. The griev	ant will be reimbursed 7 days bac	R pay and accidant at the rate	s carning on
11/23/10. 3. The 3 day	v suspension will be reduced to a :	day suspension on 3/31/2012 if the	re are no further
incidents	of like nature.	written reprimand on 3/31/2013 if the	ere are no further
4. The 1 day	y suspension will be reduced to a vision of like nature.	William Tehrumana on 2,2 2,22	
- TC15		3 and 4 above the grievant will be re	imbursed back pay
and accr	uals at the rate she was earning on	Mark Frymoyer	
Bev Abels		AFSCME Iowa Council	61
lowa Department	of Administrative	Assistant to the President	
	Resources Enterprise	Union Co-Chair	
Management Cb-	- Charles	magney	3/31/11
The state of	Date		Date

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	,				_		ı		
AFSCME	Grievano	e#	112803			IDAS Grie	vance #	11-	0183
Grievant			Steffens					_	
			Iowa D	epartment of		AFSCME Rep	' resentativ	re	Robin White
Departn	nent/Loca	ation	Transp	ortation – West 1]		, L	
lssue:	TER			(Choose	one	of the followin			o 21 - 5 - 1
C	LArificati	on (C	Contrac	ct Language	issu	e.) DISciplin	e (Other t	han	following.)
S	US(*)pens	sion	TE	Rmination		(*) = # of Day	/s Example	e: SUS	5(15)
	edale Wike	To a ship of	GUZAVNE						
10 (6) (3) (5)		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,						:	
Docket :	# DOT-11	-0010		Original	Dock	et Date 04/14/20	Date	Hea	04/14/2011 ard
1:404510	Man (and) in ord) RAIVINA V	V(O)V				•	. 1. 1. 1.
Resolut	tion:	RES			•				
(Choos	e one of	the fo	ollowi	ng) RESolve	ed	DENied SU	JStained	De	adlocked
RESOLU	JTION DE	ESCRI	PTION	:			10-5-to-010-02	an control in the	
1. 2.	The griev 4/28/201	vant wi	ill be al ill subm he letter	r of resignatio on will be repl	esigna n is no laced v	tion dated the dat at received the gri vith the letter of r for further state en	esignation.	. 00 0	no later than lenied.
			A CONTRACTOR OF THE PARTY OF TH						

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

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		·	
AFSCME Grievand	ce # 113787	IDAS Grievance #	11-0220
Grievant Name	Wayne Hester		
Department/Loca	ation Mt. Pleasant Correctional Facility	AFSCME Representative	e Steve Siegel
Issue: SUS(5)	(Choose o	one of the following)	
CLArificati	ion (Contract Language i	ssue.) DIScipline (Other th	nan following.)
SUS(*)pens	sion TERmination	(*) = # of Days Example:	SUS(15)
Docket # DOC-11	1-0077	ocket Date 5/13/2011 Date	5/13/2011 Heard
Resolution.	the following) RESolved	DENied SUStained	Deadlocked
RESOLUTION DE	•		
2. The emplo on Decem 3. If there are be reduced 4. If the susp	lay suspension will be reduce oyee will be reimbursed 2 day aber 21, 2010. The no further incidents of like to a one day suspension.	ys of back pay and accruals at the nature before 5/13/2012 the three above the employee will recomb.	day suspension will

Karen Kienast

Iowa Department of Administrative Services, Human Resources Enterprise

Keren Lunaist 9/18/11

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61 Assistant to the President

Union Co-Chair

Mllyny 5/13/11

enowned in	E(0)15/1/15/14/15/1/15		•
	116684	IDAS Grievance #	1-0250
AFSCME Grievanc	e#		
Grievant Name	Shannon Danielson	- The state of the	Matt Butler
Department/Loca	Clarinda Mental Health ation Institution	AFSCME Representative	
Issue: TER	(Choose or	ne of the following)	c IIinm
 CI Arificati	ion (Contract Language is	sue.) DIScipline (Other tha	en following.)
SUS(*)pen		(*) = # of Days Example: \$	202u ə
10 (0) (9) (8) 4 (1) 1) (1))Knlatarome		
		10/28/2011	10/28/2011
Docket #	2-0003 Original Do	ocket Date Date F	iearu
7000844/00	NGWYAO)FAWA GHLOJN'		
1735183553			
Resolution:	RES	DFNied SUStained	Deadlocked
(Choose one o	f the following) RESolved	DENied SUStained	L'accerdance
RESOLUTION [DESCRIPTION:		
The decision of the 1. The term 2. The emp benefits	ne Panel is: nination will be rescinded. ployee shall receive back pay for the p or interim earnings during that time p	period of 3/1/2011 through 10/28/2011 les period. All other time will be considered	
pay. 3. The grie	evant shall resign effective 10/28/201 evant shall submit a resignation no lat esignation and documentation of i	1. ter than 11/14/2011. The back pay shall t	oe paid following receipt
Kionast		Mark Frymoyer	il 61
Karen Kienast Iowa Departme	nt of Administrative	AFSCME lowa Counc Assistant to the Pres	ident
Services, Huma	n Resources Enterprise	Union Co-Chair	
Management C	o-Chair	nall.	10/20/1.
Heen H	exest 10/11	GNWING-	Date

GRIEVANCE INFORMATION

AFSCME Grievance #	118375	IDOP Grievano	e# 1/-0352
Grievant Name Mich	elle Kirchert		
Department/Location	Clarinda MHI	AFSCME Representa	tive matt-outler
Issue: Sus (1 day)	(Choose or	ne of the following)	
	ontract Language is	sue.) DIScipline (Ot	her than following.)
SUS(*)pension	TERmination	(*) = # of Days E	xample: SUS(15)
DOCKET INFORMATI	Ί ΟΝ		
Del 11-0037	Original Do	cket Date 7-8-11	Date Heard 7-38-11
RESOLUTION INFOR	RMATION	THE STATE OF	energya ne luarena la surgya (kalunggayan kanan
Resolution: Resolu	lowing) RESolved	DENied SUStain	ed Deadlocked
RESOLUTION DESCRIPT	TION:		2010185500000000000000000000000000000000
Removal of In No back pay.	days Scapens	ian from File	
			P

lowa Department of Personnel

Division Administrator

Ween Keening Thehi

AFSCME Iowa Council 61
Associate Director

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GRIDWANCID INTEORWATION

AFSCME Griev	ance #	116910		IDAS Grie	vance #	11-0253		
Grievant Name Matthew Polhamus								
Department/Location Iowa Medical Classification AFSCME Representative Earlend						ene Anderson		
Issue: DIS (Choose one of the following)								
CLArific	CLArification (Contract Language issue.) DIScipline (Other than following.)							
SUS(*)p	ension	TERmination		(*) = # of Day	s – – Example: S	SUS(15)		
edd(o(ci;aderjan	DO 1241/16/4	1110 N					·	
						i,		
Docket #	C-11-0082	Original [Docke	t Date 06/09/20	Date Ho	eard	06/09/2011	
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1.4972.01.01.00.00.00.0	JK/JJK/JIKG	Walkis and Alva		en um - 1 en romman - 1 en en en			······································	
Resolution:	RES							
(Choose one	of the fo	llowing) RESolved	1 C	ENied SU	Stained D	eadlo	cked	
RESOLUTION DESCRIPTION:								
The decision of		el is: imand will be remove	d 7/1/	2011 if no further	if no further	incide	nts of like	
nature.	itten repr	mand will be tenteve	G 77372		ii iio iuruioi	mouce	no or me	
	- CONTRACTOR CONTRACTO							
Karen Kienast	المستأثم الأسما	in Indianalis co		Mark Frym	oyer wa Council 61	ı	•	
lowa Departmen Services, Humar				Assistant t	o the Preside			
Management Co	∤Chair ∕ -	2 11 12		Union Co-	Chair >	دست		
1/11	رم و ما	of Cololli		Miller	_	6/0	1/11	

Date

Date

(GRIDVAN(GDTINIXORIVIAYU(ON)

AFSCME Grievance #	104535	IDAS Grievance #	1-0260				
Grievant Name	i Taylor						
Department/Location	Iowa Veterans Home	AFSCME Representative	Greg Lewis				
Issue: SUS(5) (Choose one of the following)							
CLArification (Contract Language issue.) DIScipline (Other than following.)							
SUS(*)pension	TERmination	(*) = # of Days Example: 50	N2(12)				
ide (el tade tanta el tanta	AH(O)N						
DVA-11-0002	Original D	ocket Date 04/28/11 Date He	4/28/11				
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TRESOLUTION UNIT)RUVAJUION		egister e som som som				
Resolution: Res							
(Choose one of the fo	ollowing) RESolved	DENied SUStained De	eadlocked				
RESOLUTION DESCRI	PTION:		•				
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		Mark Frymoyer					
Iowa Department of Adm	inistrative	AFSCME Iowa Council 61	•				
Services, Human Resourc		Assistant to the Presiden	t				
Management Co-Chair		Union Co-Chair					
Dissip M	4/aP/11	Mlynn "	1/28/11				
	Date		Date				

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AFSCME Grievance # 98952 IDC	OP Grievance # 11-02 68
Grievant Name MATT NEESE	
THE TAIL	Representative ADAM SWIHART
WEATHER STORES OF the fo	oliowing)
13344. 345 (3)	•
CLArification (Contract Language issue.) DIS	Scipline (Other than following.)
	=# of Days Example: SUS(15)
Same KHANK	
व्याग्राह्मक्ष्यम् वर्गायुवास्त्राग्राह्मस् (वार्णः	
Docket # DC-11-0118 Original Docket Date	7/29/11 Date Heard 7/29/11
च्छाच्य् (ग्रेश्वम् (ग्रे/इंग्रायंग्रायंग्रेश्यम् (ग्रा	
Resolution: Resolution: (Choose one of the following) RESolved DENied	SUStained Deadlocked
RESOLUTION DESCRIPTION:	
5 day suspension will be reduced suspension w/ I days buch pay pay for the 2 day of Vacation a	y was no wase with
pag. De lance of	
DAS – HRE	AFSCME Iowa Council 61
Heren Koerniet 7/29/4	Daniffer 1/21/20

GRIDVANOB INTORNATION

Services, Human Resources Enterprise

Management Co-Chair

AFSCME Grievance #	117888	IDAS Grievance #	11-0276
Grievant Name Mik	e Houser		
Department/Location	Glenwood Resource Cente	AFSCME Representative	Matt Butler
Issue: TER	(Choose o	I ne of the following)	
CLArification (C	Contract Language is	ssue.) DIScipline (Other the	an following.)
SUS(*)pension	TERmination	(*) = # of Days Example: !	SUSOD
MOGRADITANGORWA	TON -		
Docket # DHS-11-0032	Original Do	cket Date 5/27/2011 Date H	eard 6/30/2011
RESOLUTIONAINEO	RWATHON		and the state of t
Resolution: RES			
(Choose one of the following) RESolved DENied SUStained Deadlocked			
RESOLUTION DESCRIP	TION:		
	ll be allowed to resign e	ffective the date of termination. ood Resource Center by 7/14/2011	the grievance
			N
Karen Klenast		Mark Frymoyer	TALLEN TO COCCESSION OF THE PROPERTY OF THE PR
Jowa Department of Admir	nistrative	AFSCMF Iowa Council 61	

Date

Assistant to the President
Union Co-Chair

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CHAIDANANGD INAGUANIANION

AFSCME Grievance # 1/7893	IDOP Grievance #	11-0277
Grievant Name Mike Frouth	AFSCME Representative	mettButler
Department/Location Glenwood (Chapse one	e of the following)	V 760 1
Issue: I (2)		han following.)
CLArification (Contract Language iss	e	۸۰ ۲۱۱۲(۱۶)
SUS(*)pension TERmination	(*) = # of Days ~ - Exampl	e. 303
DIOIGIGMANICONNICATION		
Docket # OHS-11-60 まろう Original Do	cket Date 7-18-11	Date Heard 7-36-11
RESOLUTION INTERPLEMENT		
Resolution: 1785 (Choose one of the following) RESolved	Des park -	Deadlocked
RESOLUTION DESCRIPTION:	and the same of th	ingrediately.
RESULUTION La / dou	with no bockt	, 4, , , , ,
RESOLUTION DESCRIPTION:		
	NAME OF THE PARTY	
lowa Department of Personnel Division Administrator AS-HAL	AFSCME lowards Associate	Council 61 e Director

CHAIDAWANGIDHANICOTAWAYAGAN

	111276	IDAS Grievance #	11-0340
AFSCME Grievan	Kelli Buresh		
Grievant Name			Greg Lewis
Department/Loc	Iowa Veterans Home	AFSCME Representative	
	(Choose	one of the following)	
ssue: SUS(10)			an following.)
CLArificat	ion (Contract Language	issue.) Discipline (Other tr	iaii ionoming.
4		(*) = # of Days Example:	SDS(12)
SUS(*)per	ISIOI1		
Diojeischenio	OTANIA VILLON		
			08/26/2011
DVA-	12-0004	Docket Date 08/26/2011 Date	Heard Warzorzoff
Docket#	Original	DUCKET DUCC	
indes(o) augus (o)	N INDORWANDN		
	RES		
Resolution:		ed DFNied SUStained	Deadlocked
(Choose one c	f the following) RESolve	ed DENied SUStained	Demaioone
	DESCRIPTION:	Company of the Compan	•
The decision of	day suspension and final wa	arning will be reduced to a 5 day sus of back pay and accruals at the rate s	he was earning on
2 The orio	evant will receive five days of	otor bay	
3/16/20	11.	uced to a three day suspension on 3/	15/2012 if there are
3. The five	day suspension will be rede	2	
no furth	ner incidents of like nature.	e grievant will receive two more da	ys of back pay and
4. If reduce accrual	c c		THE ROLL OF THE PARTY OF THE PARTY OF
The second secon		Mark Frymoyer	
Karen Kienast	nt of Administrative	AFSCME lowa Counc	
lowa Departmen	- Posources Enterprise	Assistant to the Pre	sident
Services, Huma	n Resources Enterprise	Union Co-Chair	
Management C)-Clidii	0.10.	Sheli
n /	1 of the 1	/ HARIMAN	. 518 of 691 1 c
Marie V	IDRAYS DEILL	Old at Mark	Date

CERTIFICAN (SECURITARIA) DE TRANSPORTA DE CONTRACTOR DE CO
AFSCME Grievance # 101472 IDAS Grievance # 11-0409
Grievant Name Raymond Perry Woodward Resource Center AFSCME Representative Greg Lewis
Issue: SUS(10) (Choose one of the following) CLArification (Contract Language issue.) Discipline (Other than following.)
SUS(*)pension TERMINATION SIGNATURATION 11/18/2011
Docket # DHS-12-0008 Original Docket Date 11/18/2011 Date Heard 11/18/2011
Resolution: RES (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. 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 Management Co-Chair Date Mark Frymoyer AFSCME Iowa Council 61 Assistant to the President Union Co-Chair Date

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	102968	IDAS Grievance #	11-0454
AFSCME Grievand	Brian Sampson		
Grievant Name			Adam Swihart
Department/Loc		AFSCME Representative	e [
Issue: SUS(3)	(Choose o	one of the following)	•
CI Arificat	ion (Contract Language i	ssue.) DiScipline (Other ti	han following.)
SUS(*)pen		(*) = # of Days Example	: SUSOS)
20.00(es:404 es eveu()RAYWARIONE		
Docket # DOC-1	12-0026 Original C	Docket Date 10/27/11 Date	10/27/11 Heard
Resolution:	RES f the following) RESolved	d DENied SUStained	Deadlocked
RESOLUTION E	ESCRIPTION:		
The decision of	f the Panel is:	days of back pays all	the rate he was
Karen Kienast Iowa Departmen Services, Humar Management Co	nt of Administrative n Resources Enterprise n-Chair	Mark Frymoyer AFSCME lowa Coun Assistant to the Pre Union Co-Chair	

West Will	

(त्रामानामामा (बेट्रा)	Und Distance and American		•
a mesone em em at accom	116547	IDAS Grievance # 11	-0460
AFSCME Grieva	Jim Gustafson		
Grievant Name			Adam Swihart
Department/Lo		Al Jewis Rept of Street	
Issue: SUS(3)	(Choose	one of the following)	
	 ation (Contract Language	issue.) Discipline (Other than	n following.)
		(*) = $\#$ of Days - ~ Example: SI	32(12)
SUS(*)pe	ension TERmination	(") = # UI Days	
1,7,2,7,5,11,11,11,11	dornyawian		
19010161.4271614.4	14 V/ 11/2-5-2-2-2-2-2-2-2-2-2-2-2-2-2-2-2-2-2-2		
DOC	2-12-0028	Docket Date 10/27/2011 Date He	10/27/2011 eard
Docket #	Onginal	DOCKEL Date	
esici valendio	Nikontilo)roy <u>v:Yd</u> (olivi		
31(30)(30)3230			
Resolution:	RES	,	
	of the following) RESolve	ed DENied SUStained D	eadlocked
RESOLUTION	DESCRIPTION:		
1. The 3 2. The g	rievant will be reimbursed thre	d to a coaching and counseling. se days back pay and accruals at the ra	te he was earning
on 5/1	17/2011 through 5/19/2011.	of vacation/comp or unpaid leave for the	ne three hours
* Compared the state of the sta		on the discipline of 6/30/2010.	,-
	ODDA TO THE TOTAL THE TOTAL TO THE TOTAL TOT	Mark Frymoyer	
Andrea Macy	ent of Administrative	AFSCME Iowa Council 6	
Canicae Humi	an Resources Enterprise	Assistant to the Presid	ent
Management (Co-Chair	Union Co-Chair	
Mariagement	1.1.	J. aullman	10/27/11
Tha	Ca /Vag 18/2	1/11	Date

Settlement
GENTENZENZOTNYZODU
AFSCME Grievance # 107085 IDAS Grievance # 107085
Grievant Name Lidia Zavala Iowa Veterans Home AFSCME Representative Greg Lewis
Department/Location (Choose one of the following)
issue: SUS(3) (Choose of the contract Language issue.) Discipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days Example: SUS(*)
(5) (0) (回答: 10 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)
Resolution: RES (Choose one of the following) RESolved DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:
The decision of the Panel is: 1. Suspension with a reduced to a 1 day suspension. Suspension is reduced under number one above the grievant will receive 2 days of back 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.
Mark Frymoyer Chris Peden AFSCME Iowa Council 61 Iowa Department of Administrative Assistant to the President Union Co-Chair

Date

441110174141101010111101101101101101101101101101			•
" 115876		IDAS Grievance #	11-0475
AFSCME Grievance # 115070			
Grievant Name Myles Taylor			Adam Swihart
Department/Location Base- I	ir National Guard Des Moines	AFSCME Representativ	/e
Issue: TER	(Choose one	of the following)	
1,500.0		e.) DiScipline (Other t	:han following.)
CLArification (Contra	ct Language issu		
SUS(*)pension TE	Rmination	(*) = # of Days Example	e: SUS(15)
<u>p00/9/404501/1301/9/40/07/</u>			
2010(9):4234-4874-4875-48-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5			
DOD-12-0001		10/27/2011 Date	10/27/2011 Heard
Docket #	Original Dock	cet Date Date	
TRESCONDENCION DE NUCORINA	1949 N. S.		
Resolution: RES			
	na) RESolved	DENied SUStained	Deadlocked
(Choose one of the follow	4		
RESOLUTION DESCRIPTION	1:		
The decision of the Panel is:			Caribon Ctata
1 The grievant will be a	llowed to resign eff	ective the date of termination	with no further state
Employment.	it a seritten letter (of resignation no later than 11	/10/2011. If the letter
2. The grievant will sub is not submitted the g	mit a witten ichter c	nied.	1
is not submitted the a	ion will replace the l	ned. letter of termination in the en to with date of hire, date of r	aployees file.
4. Request for reference	s will be responded	0 172.00	COLETION TO THE TOTAL
Andrea Macy	De la companya del companya de la companya del companya de la comp	Mark Frymoyer	
lowa Department of Administr	ative	AFSCME lowa Coun Assistant to the Pre	
Services, Human Resources Er	iterprise	Assistant to the Fre Union Co-Chair	LOCACITY
Management Co-Chair	_		colonal,
1/1/2/2/2/2010	10/07/11	1.MM.Mary	10/3//10
ynakea /wag	- 10/20111	vi di	Date

GRIDVANGDINEORIVATION	
AFSCME Grievance # 116847 IDA	AS Grievance # 11-0504
Grievant Name Diane Betts	
	ME Representative Earlene Anderson
Issue: SUS(3) (Choose one of the fo	ollowing)
	Scipline (Other than following.)
·	= # of Days Example: SUS(15)
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Docket # DOC-12-0030 Original Docket Date	10/13/2011 Date Heard 10/13/2011
RESOLUTEUR CONTENEZ ORUM THEOLOGIA	
Resolution: RES	SUStained Deadlocked
(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 writ	ten reprimand.
	Mark Frymoyer AFSCME lowa Council 61 Assistant to the President Union Co-Chair

Services, Human Resources Enterprise

Management Co-Chair

19/13/11

May 1913/4 Date

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AFSCME Grievance	# 116651	IDAS Grievance #	11-0540
Grievant Name	Yvette Harris		
L	Iowa Workforce Development - Burlingto	AFSCME Representativ	e Otto Groenewald
Issue: TER	(Choose	one of the following)	
CLArification	(Contract Language	issue.) DiScipline (Other t	han following.)
SUS(*)pension	on TERmination	(*) = # of Days Example	: SUSus)
1000)64:45:45:46.07;(6):3	M554.0100VA		
Docket#	Original I	Docket Date 11/10/2011 Date	Heard 11/10/2011
JEANSOJEUHA(OŠNAA)	TROSHVATUON		
Resolution:			~ v. (
(Choose one of th	e following) RESolve	d DENied SUStained	Deadlocked
RESOLUTION DESC	CRIPTION:		
2. The grievant submitted the	will be allowed to resign ef will submit a written letter e grievance will be denied. resignation will replace the references will be responded	fective the date of termination. of resignation no later than 11/23/201 letter of termination in the employees to with date of hire, date of resignation	file.
Karen Kienast Iowa Department of	Administrative	Mark Frymoyer AFSCME Iowa Counci	
Services, Human Res	ources Enterprise	Assistant to the Presi Union Co–Chair	dent
Management Co-Ch	4 1/10/11	Ja Aggrega	Yeafu _
	Date	u	Date

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AFSCME Grievance # 99162	IDAS Grievance # 11-0542
Grievant Name Gary Novak	
Department/Location Iowa Juvenile Home - Tole	do AFSCME Representative Greg Lewis
Issue: TER (Choose on	e of the following)
CLArification (Contract Language iss	sue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)
DIOLECTORESINGUOTANICANE	
Docket # DHS-12-0013 Original Doc	ket Date
PRINCIPATION PROPERTY AND PROPERTY OF THE PROP	
Resolution: RES	
(Choose one of the following) RESolved	DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
The grievant will submit a written letter of resignation grievance will be denied, The letter of resignation will replace the letter of terms.	date of termination with no further employment with State ion no later than 3/9/2012. If the letter is not submitted the rmination in the employees file. te of hire, date of resignation, rate he was earning at the time

Karen Kienast

Iowa Department of Administrative Services, Human Resources Enterprise

Management Cq-Chair

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

May 9/24/12
Date

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		Ī	122293		1				12-0003	
AFSCME C	Grievano	e#	1.2.2.29.3		<u> </u>		AS Grieva	ince #	12 0003	
Grievant N	Vame	Brett	Taylor							· · · · · · · · · · · · · · · · · · ·
Departme	ent/Loca	ation	Anamos	a State Penitenti	ary	AFSC	ME Repre	sentativ	/e Rob	in White
Issue:	rer			(Choose	one c	of the f	following)		e jose	
CLA	CLArification (Contract Language issue.) Discipline (Other than following.)									
SHS	SUS(*)pension TERmination (*) = # of Days Example: SUS(15)									
ed(e)(d(d)	(EANENO)	estreit	V (O)N							
Docket #	DOC-12-	-0107		Original E	ocke	t Date	12/8/2011	Date	Heard	12/8/2011
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Resolutio	n: R	ES								
(Choose o	one of t	he fo	llowing	g) RESolved		ENied	SUSt	ained	Deadlo	cked
RESOLUTI	ION DES	CRIP	TION:			•				
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 Pankne	n	Harakalırı old			AND SINGLE SINGL		lark Frymoy			
lowa Department of Administrative					FSCME lowa					
Services, Human Resources Enterprise					ssistant to I		dent			
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Det	1 2 j	War.	1 4	150/11		4	Wegner		12/8	11
	V			Date			<i>V</i> .		•	Date

AFSCME Grievance # 113668	IDAS Grievance #					
Grievant Name Susan Dingman	Grievant Name Susan Dingman					
Department/Location Workforce Office - Council AFSCME Representative Matt Butler Matt Butler						
Issue: SUS(10) (Choose one of the following)						
CLArification (Contract Language issue.)	DIScipline (Other than following.)					
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)					
PD[0]BXQDqtqQYTXQ)CHYVXYYIQXY						
IWD-12-0006 Original Docket Date 01/26/2012 Date Heard 01/26/2012						
TE KIOTHVÄNKE MEDNE MENER						
Resolution: RES						
(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

lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

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

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AFSCME Grievance #	101484		iDAS Grie	vance #	12-0010	
Grievant Name	hanie Walker					
Department/Location Woodward Resource Center AFSCME Repres			esentativ	e Greg	Lewis	
Issue: TER CLArification ((Choose Contract Language		of the following		nan foll	owing.)
SUS(*)pension	SUS(*)pension TERmination (*) = # of Days Example: SUS(15)					
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DHS-12-0010	Original [Docke	t Date 11/18/20		Heard	11/18/2011
ARMSTOTHUBUTE)NBUMA	JRIVKWI (OM					
Resolution: RES					•	
(Choose one of the f	ollowing) RESolved	d D	ENied SU	Stained	Deadlo	cked
RESOLUTION DESCRI	PTION:					·
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 Kienast Iowa Department of Adm Services, Human Resource Management Co-Chair	tes Enterprise			wa Council o the Presid		18/11

TERMINATURE OF THE SECOND OF T	าเอารสมุชมโดย	10 N					
Margaria - sampleStates anno Las para de la companya de la company							
AFSCME Grievance	# 1112	13		IDAS Grie	vance #	12-0025	
Grievant Name	Colleen Mor	пгое					
Department/Location lowa Workforce Development- Pt. Dodge				AFSCME Rep	resentativ	re Ada	m Swihart
Issue: TER		(Choose	one (I of the followin	g)		
CLArificatio	CLArification (Contract Language issue.) DIScipline (Other than following.)						
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)							
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IWD-12-0003 Original Docket Date							
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Resolution: RES	S		,			•	
(Choose one of th	e followi	ng) RESolved	D	ENied SU:	Stained	Deadlo	cked
RESOLUTION DESC	CRIPTION		we z				
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			Carrie Double on	Mark Frym	-	100-0	o company of the same of the s
Iowa Department of A					wa Council		
Services, Human Reso		erprise		Assistant to Union Co-(o the Presid	ent	
Management Co-Cha	i1	m/		1 1	- 11Ω11	£.,	/r/ /

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AFSCME Grievance	e # 64118	IDAS Grievar	nce # 12-0036	
Grievant Name	Jim Rushman			
Department/Loca	tion Bloomfield Garage	AFSCME Represe	entative Steve Siegel	
Issue: TER	(Choose	one of the following)		
CLArification	on (Contract Language	issue.) DIScipline (C	Other than following.)	
SUS(*)pensi	ion TERmination	(*) = # of Days	Example: SUS(15)	
TDIO(G)(40)YEANYNO);	59/N5 4.8 (9.37); -			
Docket # DOT-12-	12-0006 Original E	02/10/2012 Docket Date	02/10/2012 Date Heard	
BRASE NOGREDIA	ingornikarton			
Resolution: RE	SS .			
(Choose one of the following) RESolved DENied SUStained Deadlocked				
RESOLUTION DES	CRIPTION:			
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.				
The state of the s				
Jeff Panknen		Mark Frymoye	Г	

Iowa Department of Administrative Services; Human Resources Enterprise

Management Co-Chair

2/10/12 Date Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair

AN Comp 2/10/12
Date

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AFSCME Grievand	ce # 107088	IDAS Grievance # 12-0047				
Grievant Name	Janell Dommer					
Department/Loca	Iowa Veterans Home	AFSCME Representative Greg Lewis				
Issue: TER	(Choose	one of the following)				
CLArification	on (Contract Language	issue.) DIScipline (Other than following.)				
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)						
= 0 (0 (5) (4) (4) (4) (4) (4) (4) (5) (4) (4) (5) (4) (5) (6) (6) (6) (6) (6) (6) (6) (6) (6) (6						
Docket # DVA-12-		Oocket Date 2/24/2012 Date Heard 02/24/2012				
AVIOTARIO ESTRE	tijide)tijikikaliejij					
Resolution: RE	ES					
(Choose one of the	ne following) RESolved	DENied SUStained Deadlocked				
RESOLUTION DES	CRIPTION:					
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		Mark Frymoyer				
lowa Department of . Services, Human Res		AFSCME lowa Council 61 Assistant to the President				
Management Co-Cha	•	Union Co-Chair				
Parer Elea	* (2/1/	Millione 2/24/12				
,	Date	Date				

CHILDRING ON THE WAR AND THE CONTROL OF THE CONTROL					
AFSCME Grievance # 113669 IDAS Grievance # 12-0053					
Grievant Name					
Department/Location Workforce Office - Council AFSCME Representative Matt Butler Matt Butler					
Issue: Ter (Choose one of the following) CLArification (Contract Language issue.) DIScipline (Other than following.)					
SUS(*)pension TERmination (*) = # of Days Example: SUS(s)					
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Docket # IWD-12-0007 Original Docket Date 01/26/2012 Date Heard 01/26/2012					
AND STREET CONTROLL OF THE STREET CONTROLL OF THE STREET CONTROLL OF THE STREET CONTROLL OF THE STREET CONTROL					
Resolution: RES					
(Choose one of the following) RESolved DENied SUStained Deadlocked					
RESOLUTION DESCRIPTION:					
 The decision of the Panel is: The grievant will be allowed to resign effective the date of termination with no further employment with Iowa Workforce Development. 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. The letter of resignation will replace the letter of termination in the employees file. 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 Mark Frymoyer					
lowa Department of Administrative AFSCME Iowa Council 61 Services, Human Resources Enterprise Assistant to the President					
Management Co-Chair Union Co-Chair					
In Sept 1/26/12 Andrew 1/26/12					

Date

Date

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AFSCME	Grievano	:e #	101807			IDA	S Griev	/ance #	12-010	10
Grievant Name Sherri Marion										
Departm	ent/Loca	ition		rce Development - Des Moines		AFSCM	E Repr	esentativ	re R	ick Eilander
Issue:	Issue: SUS(1) (Choose one of the following)									
CL	CLArification (Contract Language Issue.) DIScipline (Other than following.)									
SU	JS(*)pens	ion	TER	lmination		(*) =	# of Days	Example	: SNZ(15)	
इग्रह(संख्	opkaolako)	१३। <u>१४४</u>	rojnje							
Docket #	Docket # IWD-12-0008 Original Docket Date 01/26/2012 Date Heard 01/26/2012									
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Resolution	on: R	ES								
(Choose	(Choose one of the following) RESolved DENied SUStained Deadlocked									
RESOLUTION DESCRIPTION:										
1. 7. 2. 7.	ision of th The one da The grieva July 15, 20	ıy susp nt will	ension	will be reduce nbursed one da	d to a ay bac	written rek pay and	eprimano I accrual	i. s at the rat	e she w	vas earning on
leff Pankn	еп					Ма	k Frymo	yer		

Management Co-Chair Date

lowa Department of Administrative

Services, Human Resources Enterprise

AFSCME Iowa Council 61 Assistant to the President

Union Co-Chair

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AFSCME Grievance # 100181	IDAS Grievance #	2-0104
Cyril Irvine		
Grievant Name		Robin White
Department/Location Anamosa State Penitentiary	AFSCME Representative	KOOM WALL
Issue: SUS(3) (Choose one c	of the following)	
CLArification (Contract Language issue	e.) DIScipline (Other tha	n following.)
SUS(*)pension TERmination	(*) = # of Days Example: Sl	US(ts)
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Docket # Doc-12-0201 Original Docke	02/09/2012 To Date He	02/09/2012 eard
Trosto Beanto National Oct		:
Resolution: RES		•
(Choose one of the following) RESolved E	DENied SUStained D	eadlocked -
RESOLUTION DESCRIPTION:		
The decision of the Panel is: 1. The 3 day suspension will be reduced to a 1 2. The grievant will be reimbursed two days of on 8-19-2011.	day suspension. f back pay and accruals at the r	ate he was earning
Sue Brott Iowa Department of Administrative Services, Human Resources Enterprise Management Co-Chair	Mark Frymoyer AFSCME lowa Council 6 Assistant to the President Union Co-Chair AMA	

Date

Date

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AFSCME Grievance #	109908	IDAS Grievance #				
Grievant Name	ril Muschick					
Department/Locatio	Iowa Veterans Home	AFSCME Representative Greg Lewis				
Issue: TER	Issue: TER (Choose one of the following)					
CLArification (Contract Language issue.) DIScipline (Other than following.)						
SUS(*)pension	TERmination	(*) = # of Days Example: SUS(15)				
1010163(4D) HAYIKO)KIYI	WUCON					
Docket # 12-0137	Original D	ocket Date 03/30/2012 Date Heard 03/30/2012				
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Resolution: RES						
(Choose one of the fo	ollowing) RESolved	DENied SUStained Deadlocked				
RESOLUTION DESCRIP	:NOIT					
2. The grievant will submitted the grie 3. The letter of resig	be allowed to resign effect submit a written letter of a syance will be denied. In that it is not set to be responded to	etive the date of termination. resignation no later than 4/13/12. If the letter is not termination in the employees file. with date of hire, date of resignation, rate she was earning				
Karen Kienast		Mark Frymoyer				

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

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Management Co-Chair

AFSCME Grievance #	94942	IDAS Grievance #	2-0139				
Grievant Name Travis Voshell							
Department/Location	Independence Mental Health Institute	AFSCME Representative	Robin White				
Issue: TER	Issue: TER (Choose one of the following)						
CLArification (C	ontract Language iss	ue.) DIScipline (Other tha	n following.)				
SUS(*)pension	TERmination	. (*) = # of Days Example: Si	ÜZ(12)				
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Docket # DOC-12-0014							
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Resolution: RES	·						
(Choose one of the fo	llowing) RESolved	DENied SUStained De	eadlocked				
RESOLUTION DESCRIP	TION:		·				
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	A TATO MERCENSIAN CONTRACTOR OF THE PROPERTY O	Mark Frymoyer					
Iowa Department of Admi	nistrative	AFSCME Iowa Council 61					
Services, Human Resource	s Enterprise	Assistant to the Presiden	Assistant to the President				

Union Co-Chair

Date

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AFSCME Grievanc	e #	IDAS Grievance # 12-0164			
Grievant Name	Crystal Rossin				
Department/Loca	Independence Mental He	AFSCME Representative Robin White			
Issue: SUS(3)		one of the following)			
 CLArification	 on (Contract Language	issue.) Discipline (Other than following.)			
SUS(*)pens		(*) = # of Days Example: $SUS^{(15)}$			
IDOCE (CONTROLLANCE) (CONTROLLANCE) (CONTROLLANCE) (CONTROLLANCE) (CONTROLLANCE) (CONTROLLANCE) (CONTROLLANCE)					
Decket # DHS-12-	0019 Original I	Docket Date 02/09/2012 Date Heard 02/09/2012			
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Resolution:	ES				
(Choose one of t	he following) RESolved	d DENied SUStained Deadlocked			
RESOLUTION DES	CRIPTION:				
suspension. 2. If the disciple rate she was 3. If there are and Reprimand. 4. If the disciple the state of	ine is reduced under #1 the grieve earning on 9-2-2011. The further incidents of like nature incidents of like nature time is reduced under #1 the grieve incidents.	before 8/9/2012 the 3 day suspension will be reduced to a 1 day rant will be reimbursed two days of back pay and accruals at the before 8/9/2013 the 1 day suspension will be reduced to a Written rant will be reimbursed one day of back pay and accruals at the rate			
	oing on 9-2-2011.	Mark Frymoyer			
Sue Brott Iowa Department of	Administrative	AFSCME Iowa Council 61			
Services, Human Re		Assistant to the President			
Management Co-Cl		Union Co-Chair			
She Dr	H 2/9/12	Mayny 7/4/12 Date			

AFSCME Grievance # 116560	IDAS Grievance #	-0180
Grievant Name Teri Chapman		
Iowa Correction Institution	On AFSCME Representative	Adam Swihart
Department/Location for Women		
Issue: DIS (Choose one of the following)		
CLArification (Contract Language issue.) DIScipline (Other than following.)		
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)		
angeragrantrorny.(vuon)		
	12/16/2011	12/16/2011
Docket # Doc-12-0128 Original Docket Date Date Heard		
TRANSONAUMONIONIA ON THE TRANSPORTATION OF T		
Resolution: RES		
(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.		
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	The Flatter POST	
Karon Kienast Mark Frymoyer		
Karen Kienast lowa Department of Administrative	AFSCME lowa Council 61	
Services, Human Resources Enterprise	Assistant to the Presiden	nt .
Management Co-Chair	Union Co-Chair	12/ -
Karen Kerast 3/11/11	Mygnes	116/12
Date	<i>V</i> -	Date

Date

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Management Co-Chair

AFSCME Grievance # 106343	IDAS Grievance #
Grievant Name Teri Chapman	Adam Swihart
Department/Location Iowa Correction Institution Iowa Correction Io	AFSCME Representative
Issue: SUS(5) (Choose of	one of the following)
CLArification (Contract Language	issue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)
Dioleked Havikotskiva e tome	
Docket # DOC-12-0129 Original D	Docket Date 12/16/2011 Date Heard 12/16/2011
TRASOTREGUES NEOVIZOTRAMENTO NE	
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 2. There will be no back pay awarded wi	to a 3 day suspension. ith the reduction.
Karen Kienast Iowa Department of Administrative Services, Human Resources Enterprise	Mark Frymoyer AFSCME lowa Council 61 Assistant to the President

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Management Co-Chair

AFSCME Grievand	ce # 116561	IDAS Grievance #	12-0279
Grievant Name	Jane Easterbrook		
Department/Loc	ation for Women	AFSCME Representative	Adam Swihart
lssue: SUS(3)		l one of the following)	
	ion (Contract Language	issue.) DIScipline (Other th	an following.)
•		(*) = # of Days Example:	
SUS(*)pens	sion reminiation	(") = # U Days - ~ Example.	303
or violation has police) taly to the term of the term		
Docket # DOC-12	2-0202 Original [Docket Date 01/27/2012 Date H	1eard 01/27/2012
4(12)3(6)18041(6)1\6	aunaoisingantong		
Resolution:	RES		
(Choose one of	the following) RESolved	d DENied SUStained	Deadlocked
RESOLUTION DE	SCRIPTION:		
2. If there is	w maner suspension will be re	duced to a 1 day paper suspension. nature the 1 day suspension will be	reduced to a written.
Karen Kienast	AMERICAN CONTROL SUPERIOR CONTROL CONT	Mark Frymoyer	
lowa Department o		AFSCME lowa Council Assistant to the Presid	
Services, Human R	lesources Enterprise	Assistant to the Presid	:CIIC

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Management Co-Chair

AFSCME Grievance	# 116551			IDAS Gri	evance #	12-0293	
Grievant Name	Courtney Sup	ino	<u> </u>		7	I	
Department/Locat	ion for Wo	Correctional Institu	tion	AFSCME Rep	- >resentativ	/e Ada	m Swihart
Issue: TER		(Choose	one c	of the followin	ng)		
CLArification	n (Contrac	ı ct Language !	issue	.) DISciplin	e (Other t	han foll	owing.)
SUS(*)pensio	on TE	Rmination		(*) = # of Da	ys – – Example	: SUS(15)	
\$20,0,001,007,E310,140,07,0	Vrzaucene En						
Docket # Doc-12-0	177	Original D	ocket	01/27/20 Date		Heard	01/27/2012
TIOS(0)AVIII(6)VAI	Augushisa	1(6) _{[V}			•		
Resolution: RES	3						·
(Choose one of the	e followin	g) RESolved	, D	ENied SU	lStained	Deadlo	cked
RESOLUTION DESC	CRIPTION:						
The decision of the 1. The grievant 2. There will be 3. The grievant at the time of	t shall be re e no back p t shall retair	ay. a her original se		er than 2/17/201 y date and any s		e had on	the books
Karen Kienast				Mark Fryn	noyer		
Iowa Department of A Services, Human Reso					owa Council to the Presic		

Union Co-Chair

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Management Co-Chair

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AFSCME	E Grievano	:e #	119695			IDAS Grie	vance #	12-	0305
Grievant Name Katie Foubert									
Departr	nent/Loca	ation		fedical and leation Center		AFSCME Rep	resentativ	re [Earlene Anderson
lssue:	SUS(3)			(Choose	one (l of the followin	g)		
C	LArification	on (C	ontrac	t Language	issue	e.) DiScipline	e (Other t	han	following.)
S	US(*)pens	lon	TE	Rmination		(*) = # of Day	s – – Example	s: SUS	(15)
(P)(P)()	go; Lauriuo)	RAIVAS	iù(e)\\				.*		
Docket	# DOC-12-	-0178		Original E	ocke	t Date 01/13/20	12 Date	Hea	rd 01/13/2012
014DK16)	NINO	११३१/ <i>व</i> .४१	V(0)N(•			
Resolut	tion: R	ES							
(Choos	e one of t	he fo	llowin	g) RESolved	<u> </u>	ENied SU	Stained	Dea	dlocked
RESOLU	JTION DES	CRIP	TION:						
	The emplo	suspe vee w	nsion w	ill be removed simbursed for 3 through 12 th ,2	days	the employees fi of back pay and	le. accruals at	the r	ate she was
Karen Ki	enast			,		Mark Frym	oyer		
Iowa De	partment of	Admi	nistrati	ve		AFSCME Io	wa Council	61	
Services	, Human Re:	source	es Enter	prise		Assistant t	o the Presid	dent	

GRIBYANGBINGER	W.Fr/O.A							
AFSCME Grievance #	118156	IDAS Grievance #						
Grievant Name Brace	i Dempsey							
Department/Location	Glenwood Resource Cent	ter AFSCME Representative Matt Butler						
Issue: SUS(3)	(Choose o	one of the following)						
CLArification (C	 Contract Language i	issue.) DIScipline (Other than following.)						
SUS(*)pension	TERmination	(*) = # of Days Example: SUS(15)						
DOCKET DHS-12-0034 Original Docket Date Date Heard								
Resolution: RES								
(Choose one of the fo	llowing) RESolved	DENied SUStained Deadlocked						
RESOLUTION DESCRIP	TION:							
	nsion will be reduced to	o a 1 day suspension. ay at the rate he was earning on 10-17-2011.						
Paul Carlson	nistrative	Mark Frymoyer						

Assistant to the President

Date

Services, Human Resources Enterprise

Management Co-Chair

ENTSVALIND TÜRÜRLIM SER
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)
DOGCONNESTON
Docket # DHS-13-0004 Original Docket Date 08/31/2012 Date Heard 08/31/2012
PRES OF EFFICAR DEPOSITE VEGOVER SERVICES
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 Mark Frymoyer

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

8/31/12

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

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AFSCME G	irievance	e # [117778			I	DAS Griev	ance #	12-0407	
Grievant N	lame [Ed M	artin		<u> </u>				<u> </u>	<u></u>
Departme	L	tion	Glenwood	Resource Cen	ter	AFSC	 :ME Repre	esentativ	re Mat	t Butler
	GUS(3)		•	(Choose	one o	f the t	following)		
		n (C	ontract l	Language			- Scipline!	•	han foll	owina)
		•			13346			•		Ownig./
SUS	(*)pensi	on	TERm	nination		(*)) = # of Days	Example	: SUS(15)	
DUGRE	ESTITE CUT	81972\c	FIEJIF							
	DHS-12-0	033		المناسخة المنطقة المناطقة المناطقة المناطقة المنطقة المنطقة	olo la coldinani	•	6/28/2012			6/28/2012
Docket #	D110-12-0			Original D	ocket)	Date		Date	Heard	
RESCE	j/E.(C).vj.E		1 tenta (* 16))						·
Resolution	n: RE	S								
(Choose o	ne of th	ie fol	lowing)	 RESolved	D	ENied	SUS	tained	Deadlo	cked
RESOLUTI	ON DES	CRIP	TION:							
rec	there are adduced to a	no fui i 1 da	ther incid y suspens	lent of like r sion. above there					suspensi	ion will be
Karen Kiena Iowa Depart	tment of A					Α	iark Frymo FSCME low ssistant to	a Council		

Union Co-Chair

Management Co-Chair

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	* *									
AFSCMI	E Grievano	ce #	92647			ΙĽ	AS Grie	:vance #	12-04	153
Grievan	t Name	Krist	en Wilson	1						
Departr	ment/Loca	ation		orkforce oment – Des Moi	nes	AFSC	ME Repi	resentati	ve F	Rick Eilander
Issue:	TER			(Choose o	one c	of the f	following	g)		
. C	LArification	on (C	ontrac	t Language i	issue) D	IScipline	e (Other	than f	ollowing.)
S	US(*)pens	lon	TER	mination		(*)	= # of Day	s ~ – Exampl	e: SUS(15)	ı
30.016/7	Daelana (6)	;317 <i>2</i> 4\0	B(G)NE							<u>.</u>
Docket #	IWD-12-	0012		Original D	ocket	t Date	04/26/201		: Heard	04/26/2012
270K(5)	e na h to via	1,420)	SIVE FILL	(6)\\\(\delta\)						
Resolut	ion: RI	ES								
(Choose	one of the	ne fol	lowing) RESolved	D	ENied	sus	itained	Dead	locked
RESOLU	TION DES	CRIP ⁻	TION:	•						,
1. 2.	Gnover will be considered by Grievant shall termination re	on will be rem ered an have h	This near to part approved	ed to a 10 day sus s discipline shall o syroll and received I leave of absence al seniority date an	only be d back witho	pay and a put pay.	accruals eff	ective 2-1-2	012. All	other time off
Karen Kie		م اسمانه	Intrativo				irk Frymo	=	6.3	
	artment of A Human Res							a Council the Presid		
	ent Co-Cha		pr				ion Co-C		4-11L	
Geres	Mer	LI]	- 4/2	7/2		4		·2/-9	4/	// 22/13
		-		Date			11		· · · · · · · · · · · · · · · · · · ·	Date

(7)/ Is	ZNYGZERYĘ ((Riveyri)						
AFSCME	: Grievance #	84743		·	IDAS Grie	evance #	12-0459	
Grievan	t Name	ul Eigenber	ger					
Departn	nent/Locatio	n Iowa V	eterans Home		AFSCME Repi	resentativ	e Greg Lew	is
Issue:	TER		(Choose o	ne c	of the following	g)		
SU	LArification JS(*)pension	TEF	t Language is	ssue	•	e (Other th	nan followir .sus@a	g.)
Docket #	DVA-12-002		Original Do	cket	: Date 07/27/201	Date F		27/2012
TASO.	ETERTONE INTO	e)taveVe	(0)/					
Resoluti	on: RES							
(Choose	one of the f	ollowing	g) RESolved	D	ENied SUS	tained [Deadlocked	
RESOLUT	ΓΙΟΝ DESCRI	PTION:						
The Jee		. 1 '						

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

andyman.

7/27/12

CHRIMING CYCLOS GYRGO PRIME PHIOME

AFSCME Grievance # 119309 IDAS Grievance # 12-0492
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)
IDOGKOMPENTRORIYAYRIONE
Docket # Doc-13-003 Original Docket Date Date Heard 11.8.12
THE SOLETED IN EACH TO STATE OF THE STATE OF
Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:
The decision of the Panel is: On 5.13.17 reduce 15 day to 9 day w/6 days back pay and accorded benefits @ current rate of pay and
IL NOW DESCRICT SETTING
Karen-Kienast Paul Caulon Mark Frymoyer Iowa Department of Administrative AFSCME Iowa Council 61
Services, Human Resources Enterprise Assistant to the President
Management Co-Chair Union Co-Chair
Luch Calon 11/8/12 Prestor Beser 11.8.42

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Services, Human Resources Enterprise

Management Co-Chair

AFSCME Grievance #	118805	IDAS Grievance #	12-0512
Grievant Name Tom Jo	ones		
Department/Location	Iowa State Penitentiary	AFSCME Representative	Otto Groenewald
Issue: SUS(3)	(Choose on	ee of the following)	
CLArification (Co	ntract Language is:	sue.) DIScipline (Other tha	in following.)
SUS(*)pension	TERmination	(*) = # of Days Example: S	NZu2)
्गांशस्य ग्राप्तां ग्राप्तां	(e)\y		
Docket # DOC-12-0257	Original Doc	:ket Date 03/08/2012 Date He	eard 03/08/2012
ENDSOMBULENGMYNESTA	NASARTOW ,		
Resolution: RES			
(Choose one of the follo	owing) RESolved	DENied SUStained De	eadlocked
RESOLUTION DESCRIPTION	ON:		
2. The grievant shall r 12/19/2011.	pension shall be remove receive three days of ba	ed. ack pay and accruals at the rate he rievant having his bid rights.	was earning on
Karen Kienast		Mark Frymoyer	
lowa Department of Adminis	trative	AFSCME Iowa Council 61	•

Assistant to the President

Union Co-Chair

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te state and the state and			
AFSCME Grievance :	# 117682	IDAS Grievance #	12-0531
Grievant Name	fichelle Wonderlich		
Department/Location	Woodward Resource Cer	AFSCME Representative	Greg Lewis
Issue: SUS(10)	(Choose (one of the following)	
CLArification	(Contract Language i	issue.) DIScipline (Other th	an following.)
SUS(*)pension	TERmination	(*) = # of Days Example: \$	2112(12)
Polet (south averously)	(Antoni		
DHS-12-0028	Original Do	ocket Date O5/31/2012 Date He	05/31/2012 eard
PROS(C) PUBLICATE ON E	OTNIVARE(O)V		
Resolution: RES			
(Choose one of the i	following) RESolved	DENied SUStained De	eadlocked
RESOLUTION DESCRI	PTION:		
warning for like	pension and final warning e incidents. ill be reimbursed for 5 da	g will be reduced to a 5 day suspens ys of back pay and lost accruals at t	Įį.
Karen Kienast lowa Department of Adm Services, Human Resourc Management Co-Chair		Mark Frymoyer AFSCME lowa Council 61 Assistant to the President Union Co-Chair	

EST (A COLOR DE BIT LE BOLL DE BIT LE	
AFSCME Grievance # 102035 Grievant Name Kim Thornburg	IDAS Grievance #
Offevant Name	
Department/Location Mt. Pleasant Correction Facility	AFSCME Representative Steve Siegel
Issue: SUS(3) (Choose	one of the following)
CLArification (Contract Language	issue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)
Ploce (404 February 100) (100 February 100) 100	
Docket # Doc-12-0265 Original E	04/12/12 Date Heard 04/12/12
HWS(0)HGAR(0)NJUNIGHNARAH(9)N	
Resolution: RES	
(Choose one of the following) RESolved	DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
at the rate she was earning on 12/29/2011. 2. If there are no further incidents of like natured reduced to a written reprimand. There will	the prior to 4/12/2013 the three day suspension will be the grievant will receive two days of back pay and accruals re prior to 4/12/2014 the one day suspension will be be no further back pay if reduced. 2 4/12/2015 the written reprimand will be removed.
Karen Kienast	Mark Frymoyer
lowa Department of Administrative Services, Human Resources Enterprise	AFSCME Iowa Council 61
Management Co-Chair	Assistant to the President Union Co–Chair
Vacia Seras 4/10/12	All Holan

Date

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Management Co,-Chair

AFSCME Grievand	ce # 122124	IDAS Grievance #	12-0584
Grievant Name	Bruce Marlowe		
Department/Loca	Iowa Medical and Classification Center	AFSCME Representativ	Earlene Anderson
Issue: SUS(5) CLArification	(Choose on (Contract Language	one of the following) issue.) Discipline (Other t	han following.)
SUS(*)pens	ion TERmination	(*) = # of Days Example:	: SUS(15)
POOR (4 DATA VILLA 6)	RIVENTONE		
Docket #		Docket Date 07/13/2012 Date	07/13/2012 Heard
Tradis(อ) ผยในโอวเกล	avico stina mon		
Resolution: R	ES		
(Choose one of t	he following) RESolved	d DENied SUStained	Deadlocked
RESOLUTION DES	SCRIPTION:		•
		ved from the employees file.	
Karen Kienast		Mark Frymoyer	***************************************
Iowa Department of		AFSCME lowa Council	
Services, Human Res	sources Enterprise	Assistant to the Presid	ent

AFSCME Grievance	70035	IDAS Grievance #
Grievant Name	orey Hawk	
Department/Location	Iowa State Penitentiary	AFSCME Representative Otto Groenewald
Issue: DIS	(Choose	one of the following)
CLArification	(Contract Language	issue.) DiScipline (Other than following.)
SUS(*)pensior	TERmination	(*) = # of Days Example: SUS(15)
ab)e(GKabhadinae)kij	: AWION:	
Docket #	· •	ocket Date
nere mirao) in nomente estas e	(0);11/0;41/0)/1	
Resolution: RES		
(Choose one of the	following) RESolved	DENied SUStained Deadlocked
RESOLUTION DESCR	IPTION:	
The decision of the Pa 1. The written re further inciden		I from the grievant's file on 7/23/2012 if there are no
Karen Kienast		Mark Frymoyer
Iowa Department of Adn		AFSCME lowa Council 61
Services, Human Resour	ces Enterprise	Assistant to the President
Management Co-Chair	2/./	Union Co-Chair
Karea Klerans	18/12	4MUgny 3/6/12
	Date	Date

CARIA CARIA	X	E. V. F. & 174 T. T. E. S. F. & 174 T. T. E. F. F. E.	blavelo:							
AFSCME	Grievai	nce #	118682			. [DAS Grie	evance #	12-0725	
Grievan	t Name	Jame	s Garske					·		
Departn	nent/Lo	cation	Iowa Vete	erans Home		AFS(CME Rep	- resentati\	/e Gre	g Lewis
Issue:	SUS(5)			(Choose	one o	of the	followin	g)		
C	L Arificat	tion (C	ontract	Language i	issue	e.) [DISciplin	e (Other t	han foll	owing.)
S	JS(≛)per	sion-–	TER-m	nination—-		(<u>"</u>	') = # of Day	/s – – Example	:: SUS(15)	
100616	77 E E 17 2	oj rajvast	PTOW.							
Docket #	DVA-1	2-0022		Original D	ockei	t Date	07/27/20		Heard	07/27/2012
2250 2250	elegion)	(INTE (ravizvei ().Y				, ·		
Resoluti	on:	RES								
(Choose	one of	the fol	lowing)	RESolved	D	ENied	SU:	Stained	Deadlo	cked
RESOLU [*]	TION DE	SCRIP	TION:							
1.		suspen	sion shall	be reduced to accruals.	o a 3	day su	spension.			
									20- 4	
		•								

Paul Carlson

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

7/27/17 Date Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair

9/19/1/2 2/37/12 Date

AFSCME Grievance # /22573	
Grievant Name JEFF CREGEE	4
Department/Location JH3/WoodwkR	AFSCME Representative 32FF CEWIS
Issue: 10-DAY SUS. (Choose of	ne of the following)
CLArification (Contract Language is	sue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)
anoekamankkokanakanove	
Docket # DH5-13-0060 Original Do	ocket Date Date Heard 6/27/13
and our hours out the second	
Resolution: RES	
(Choose one of the following) RESolved	DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
The decision of the Panel is: THE 10-1	AY SUSPENSION IS REDUCED TO
5-DAY SUSPENSION WE	TH NO BACKPART,
	NON-PRELEDENT SETTING.
7 HIS DECISION 19	1/019-11/21/21/21/11 /211/11/6-
Paul Carlson	Adam Swihart AFSCME Iowa Council 61
Iowa Department of Administrative Services, Human Resources Enterprise	Union Representative

Griever die Grech			
	112344	IDAS Grievance #	12-0812
AFSCME Grievance #	1123-1	IDAS GHEVANCE #	
Grievant Name Stev	e Gibson		
Grievailt Name	DOT – Fort Dodge		Adam Swihart
Department/Location	Maintenance Garage	AFSCME Representative	2
Issue: SUS(10)	(Choose on	e of the following)	
		sue.) DIScipline (Other th	nan following.)
CLArification (Contract Language iss	ouc.,	_
SUS(*)pension	TERmination	(*) = # of Days Example:	SUS(15)
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TREEDERINGORY	FFICTIVE TO THE STATE OF THE ST		
		01/2010	02/28/2013
DOT-13-0009	Original Doo	cket Date 01/2013 Date	Heard C2/28/2013
Docket #	01.3		
ROSOBUTIONERS	OFFICE IN COLUMN		
7		2005 公司 	
Resolution: RES			
		DENied SUStained	Deadlocked
(Choose one of the f	following) RESolved	DENIEU 303tanieu	
RESOLUTION DESCR	IPTION:		,
			TO SULTA TOPO ARRIVED AND ARRIVED ARRIVED AND ARRIVED
The decision of the Pa 1. The 10 day sus	nel is:	shall be reduced to a 3 day sus	pension.
2. The grievant v	vill be reimbursed for 5 da	lys of back pay and accruals at t	ne rate he was
earning on 4-2	3-2012.		
This decision is non-p	precedent setting.		
		Mark Frymoyer	
Paul Carlson	ministrative	AFSCME Iowa Counci	161
Iowa Department of Ad	rees Enternrise	Assistant to the Presi	dent
Services, Human Resou	Loca Finerbina	Union Co-Chair	
Management Co-Chair	. / /	man 1	2/20/2
Tass Can	$-\frac{2/28//3}{}$	Mary Mary	100/13
	Date		Date

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AFSCME Grievance # 121604	IDAS Grievance # 1Z-0861
Grievant Name Patrick Vroden be	ng
Department/Location $T \leq P$	AFSCME Representative Expensed
Issue: SUS (Choose one of	the following)
CLArification (Contract Language issue.)	DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)
DO (HATTVIATAVA TIOTA	
	
Docket # Doc-13-0045 Original Docket i	Date Heard 12.14.12
RIESO) ATAA (STANICO RIMA TACO ME	
Resolution: RES	
(Choose one of the following) RESolved DE	Nied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
The decision of the Panel is: The 10 - day	suspension will be reduced
this Endoughis The	Grievant will receive
5 days of back pay at the	may 21, 2012 rate of pay.
guerant will receive all ace	rouls for 5 days as well.
Non-Dresident setting	
Kazer-Kienast Pany Auc Son	Mark Frymoyer Reston DeBoer
lowa Department of Administrative	AFSCME Iowa Council 61
Services, Human Resources Enterprise	Assistant to the President
Management Co-Chair	Union Co-Chair
Taul Carlo 12/14/12	Restor Do Born 12.14.12
Date	Date

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AFSCME Grievance # 122150 IDAS Grievance # 12-0880
Grievant Name Audra 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)
DOGCER INTORNEYED IN
Docket # Doc - 13-0039 Original Docket Date 12-13-12 Date Heard 12-13-12
RESOLUTION TO THE TOTAL TO THE TANK THE TOTAL TO THE TANK
Resolution: Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:
The decision of the Panel is: The 124y RSP. will be remourt from the brievants file and be replaced with a written repriment. The written Repriment will be removed on 5/25/13. The Grievant Shall recreate reimbursement of 1 days pay and accounts importantly, at the employers rate of pay at the time of poscipline.
lowa Department of Administrative AFSCME Iowa Council 61
Services, Human Resources Enterprise Union Co–Chair Management-Co–Chair
Kowal (ale 12/12/17 Calast tutes 12,30

Date
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CARTONAL COLUMN () R	772V77(0.79		
AFSCME Grievance #	119563	IDAS Grievance #	12-0886
Grievant Name Cath	y Kenner		
Department/Location	Iowa Veterans Home	AFSCME Representative	Greg Lewis
Issue: TER	(Choose on	e of the following)	
CLArification (C	 ontract Language iss	sue.) DIScipline (Other th	an following.)
SUS(*)pension	TERmination	(*) = # of Days Example:	SUS(15)
DOMERTODORNA	FIONS		
Docket # DVA-13-0008	Original Doc	ket Date 08/30/2012 Date H	eard 08/30/2012
RESORVERSON ENGO.	RPEVETON		
Resolution: RES			
(Choose one of the fol	lowing) RESolved	DENied SUStained D	eadlocked
RESOLUTION DESCRIPT	TON:		
the grievant will subthe grievance will be 3. The letter of resignati 4. Request for reference	allowed to resign effective the mit a written letter of resignat denied. on will replace the letter of te s will be responded to with data titles of positions she held.	e date of termination with no further IV tion no later than 09/13/2012. If the letter in the employees file, ate of hire, date of resignation, rate she	ter is not submitted
Paul Carlson		Mark Frymoyer	
owa Department of Admini Services, Human Resources		AFSCME lowa Council 61 Assistant to the Presiden	ı t
Management Co-Chair		Union Co-Chair	
12.014 h	8/30/10	76-	3/ /

Date

GRADN/AMODERN	IXO);ii/r/AN(O)V		
AFSCME Grievanc	re # 122593	IDAS Grievance #	12-0930
Grievant Name	Robin Reitz		
Department/Loca	Woodward Resource C	AFSCME Representative	Greg Lewis
Issue: TER	(Choose	one of the following)	
CLArification	on (Contract Language	issue.) DIScipline (Other th	an following.)
SUS(*)pens	ion TERmination	(*) = # of Days Example:	SUS(15)
adiologiadaradzībo)	MANANONE		
Docket # DHS-13-	0075 Original	Docket Date Date H	07/26/2013 leard
TROSCOTATORONS	(VIXO):4\/\r\AB(O)\/\		
Resolution.	ES		
	he following) RESolve	d DENied SUStained I	Deadlocked
RESOLUTION DES	SCRIPTION:		
The grievant grievance wi The letter of	will be allowed to resign effection will submit a written letter of resignation will replace the letter references will be responded to versed.	ve the date of termination. signation no later than 08/9/2013. If the let r of termination in the employees file, vith date of hire, date of resignation, rate sh	entitle Latinumen
Stephanie Reynolds Iowa Department of	· Administrative	Mark Frymoyer AFSCME Iowa Council 6	51
Services, Human Re Management Co-Ch	sources Enterprise	Assistant to the Preside	

		ti yezerine Se kekelê					
ENTAVARED LITTOR							
AFSCME Grievance #	103764		IDAS Grievance #	13-0051			
Grievant Name	Holt	<u> </u>					
Department/Location	Newton Correctional Fac	ility	AFSCME Representativ	'e Ada	m Swihart		
Issue: DIS	(Choose C	one o	f the following)				
CLArification (C	Contract Language i	issue.) DIScipline (Other t	han foll	owing.)		
SUS(*)pension	TERmination		(*) = # of Days Example	: SUS(15)			
TO GEORGE EVER OPHILE	ZFIONE						
Docket # DOC-13-0062							
RESOLUTION TOTAL	YEVEVELONG						
Resolution: RES							
(Choose one of the fo	 ollowing) RESolved	DI	ENied SUStained	Deadlo	cked		
RESOLUTION DESCRI	PTION:						
The decision of the Pan 1. The written repr This decision is non-pre	imand will be reduced	to a co	each and counseling.				
Paul Carlson Iowa Department of Adm Services, Human Resource			Mark Frymoyer AFSCME Iowa Council Assistant to the Presid				

	•		, ,		
ENTRY NEB INTER					
AFSCME Grievance #	122613		IDAS Grievance #	13-0128	
Grievant Name	es Seratt			,	
Department/Location	Woodward Resource Cer	nter	AFSCME Representativ	'e Greg	Lewis
Issue: SUS(1)	(Choose	one o	f the following)		
CLArification (C	Contract Language	issue	.) DIScipline (Other t	han folk	owing.)
SUS(*)pension	TERmination		(*) = # of Days Example	:: SUS(13)	
(T) (C) (C) (C) (T) (T) (T) (T) (T) (T) (T) (T)	GTON STON				
DHS-13-0047	Original D	ocket	03/28/2013 Date	Heard	03/28/2013
::D-SE)	revizWELONE				
Resolution: RES					
(Choose one of the fo	llowing) RESolved	D	ENied SUStained	Deadlo	cked
RESOLUTION DESCRIP	TION:				
2. There will be no	pension shall be reduce back pay or accurals. imand will be dated 9-				
Paul Carlson Iowa Department of Adm Services, Human Resource		Mary Park	Mark Frymoyer AFSCME Iowa Council Assistant to the Presid		

Management Co-Chair

		a. d.l.							
AFSCME Grievance	e # 123194	IDAS Grievance #	13-0152						
Grievant Name	Anna Williams		F						
Department/Locat	tion Iowa Veterans Home	AFSCME Representativ	e Rick Eilander						
Issue: TER	Issue: TER (Choose one of the following)								
CLArification (Contract Language issue.) DIScipline (Other than following.)									
SUS(*)pensi	on TERmination	(*) = # of Days Example:	. 303.**/						
TERISTER INTERIOR	Decitation of the property of								
Docket # DVA-13-0093 Original Docket Date Date Heard 05/31/2013									
TASSELLIONS.	MRESTALLER (ONE								
Resolution: RE	iS .								
(Choose one of th	ne following) RESolved	DENied SUStained	Deadlocked						
RESOLUTION DESC	CRIPTION:								
 The decision of the Panel is: The grievant will be allowed to resign effective the date of termination. 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. The letter of resignation will replace the letter of termination in the employees file. Request for references will be responded to with date of hire, date of resignation, rate she was earning at the time she resigned. The grievant will not seek reemployment at the Iowa Veterans Home. 									
Paul Carlson		Mark Frymoyer							
lowa Department of A		AFSCME Iowa Council							
Services, Human Res		Assistant to the Presid	lent						
Management Co-Cha	air	Union Co-Chair	-//						
Faul Cal	5/34//3	MAM	3/5//13						
	Date	<i>(1</i>	['] Date						

GRIGY VIVED IN	ra Corental V						
AFSCME Grievand	ce # 9516	1	IDAS Grie	vance #	13-0174		
Grievant Name	Cheryl Phil	lips			<u> </u>		
Department/Location Independence Mental Health Institution AFSCME Representative Robin White							
Issue: SUS(1) (Choose one of the following)							
CLArification	on (Contra	act Language iss	sue.) DIScipline	e (Other t	han follo	owing.)	
SUS(*)pens	ion T	ERmination	(*) = # of Day	s – – Example	: SUS(15)		
Description	nieveron						
Docket # DHS-13-	-0058	Original Doo	cket Date 02/14/20		Heard	02/14/2013	
repsolution	U\(\frac{1}{2}\tau\)	THENT IN					
Resolution: R	ES						
(Choose one of t	he follow	ng) RES olved	DENied SUS	Stained	Deadlo	ked	
RESOLUTION DES	SCRIPTION	1:					
2. The grieva earning on 3. The writte	suspension int shall be i 10-31-2012 in reprimance	eimbursed for 1 da 2. I will be removed o	a written reprimand. By of back pay and acomount of the constant of the consta	ocruals at the	guage.		
Paul Carlson Iowa Department of				oyer wa Council o the Presid			

Management Co-Chair

GRIBVANUE LIGORIANTIQUE
AFSCME Grievance # 121715 IDAS Grievance # 13-0207
Grievant Name Benjamin Slife
Department/Location Motor Vehicle Enforcement AFSCME Representative Greg Lewis
Issue: SUS(1) (Choose one of the following)
CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)
TOCKER INVOICE LYFION
Docket # DOT-13-0018 Original Docket Date Date Heard 11/21/2013
RESOLUTION TOTAL OF
Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:
The decision of the Panel is: 1. the discipline shall be
removed from the employees rile. 2. 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 II 21/13 Mark Frymoyer AFSCME Iowa Council 61 Assistant to the President Union Co-Chair II 21/13

Date

TETERON (SON GEODEN NO CHYPERUCIN)

		1
AFSCME Grievano	ce # 115875	IDAS Grievance #
Grievant Name	Wade Flinn	
	Iowa Air National Guard	AFSCME Representative Adam Swihart
Department/Loca		
Issue: SUS(1)	(Choose o	one of the following)
CLArificati	on (Contract Language	issue.) Discipline (Other than following.)
SUS(*)pens	sion TERmination	(*) = # of Days $-$ Example: SUS(15)
alogiadhrinide	J. Alling A. M. (O) N. (C. M.	
DOd-13	i-0002	02/27/2014
Docket #	D	Date Heard
E (10) EUD E (0) CHU (0) VE	annaordinancone	
		Y
Resolution: F	RES	
(Choose one of	the following) RESolved	d DENied SUStained Deadlocked
RESOLUTION DE	SCRIPTION:	
The decision of the	THE RESERVE THE PROPERTY OF TH	
1. The 1 day	y suspension will be reduced	to a written reprimand.
2. There wil	I be no back pay or accurals.	
This is not taken	dent setting	•
This is non-prece	Ment Setting.	
Stephanie Reynolds		Mark Frymoyer AFSCME Iowa Council 61
Iowa Department o	of Administrative esources Enterprise	Assistant to the President
Management Co-C		Union Co-Chair
	1.1	' alla 2/2/100

, –
_
3

Date

Management Co-Chair

GRTD/ATTENTOR	TATION		
AFSCME Grievance #	117064	IDAS Grievance #	13-0437
Grievant Name	h Montgomery		
Department/Location	Iowa Medical Classificati Center	AFSCME Representativ	Earlene Anderson
Issue: SUS(1)	(Choose o	one of the following)	
CLArification (C	 ontract Language i	ssue.) DIScipline (Other t	han following.)
SUS(*)pension	TERmination	(*) = # of Days Example	: SUS(15).
DOCKFERMONING	rion		
DOC-14-0003	Original Do	ocket Date Date	Heard 09/12/2013
TRESORVETOTRINGO	RVEVEIOVE		
Resolution: Res			
(Choose one of the fol	lowing) RESolved	DENied SUStained	Deadlocked
RESOLUTION DESCRIPT	ΓΙΟΝ:		•
RI -	ion shall be reduced to	a written reprimand. Day at the rate he was earning on A	April 6, 2013.
This is non-precedent set	ting.	12/43/4/Colonova (1970)	
Teddra Porteous Iowa Department of Admin	istrative '	Mark Frymoyer AFSCME Iowa Council (51

Date

Services, Human Resources Enterprise

Management Co-Chair

Date

Assistant to the President

E.75VALLEFITYCR	134700						
AFSCME Grievance #	117057		IDAS	Grievance #	13-	-0473	
Grievant Name Andı	rew Seydel						
Department/Location	Iowa Medical Classificat Center	ion	AFSCME	E Representati	ve	Earle	ene Anderson
Issue: SUS(3)	(Choose	one c	of the fol	lowing)			
CLArification (C	Contract Language	issue	e.) DISc	ipline (Other	than	foll	owing.)
SUS(*)pension	TERmination		(*) = ;	# of Days – Exampl	e: SU:	2(13)	
DECEMBER DOTORNES	7.767						
Docket # DOC-13-0148	Original D	ocke	t Date	Date	e Hea	ırd	09/12/2013
RESORTIO FIND);(:);(:\f(\feat));						
Resolution: RES							
(Choose one of the fo	ollowing) RESolved		ENied	SUStained	De	adlo	cked
RESOLUTION DESCRIP	PTION:			·			
	ension shall be reduced r number 1 there will b			ension on Septem	ber 1	2, 20	14
Teddra Porteous Iowa Department of Adm	inistrative			c Frymoyer CME Iowa Counci	161		

Services, Human Resources Enterprise

Management Co-Chair

Assistant to the President

CRIBVANGERINE ORVIANION

Services, Human Resources Enterprise

Management Co-Chair

AFSCMI	E Grievan	ce#	103771	, <u>.</u> ,,		IDAS C	irievance	#	13-0577
Grievan	nt Name	Jerry	McKim					-	
Departi	ment/Loc	ation	Newton	Correctional Fac	cility	AFSCME R	epresenta	ativ	Adam Swihart
Issue:	SUS(10)			(Choose	one o	of the follow	ving)		
C	CLA rificati	on (C	ontrac	t Language	issue	e.) DIScip	line (Othe	er th	nan following.)
S	SUS(*)pens	sion	TER	lmination .		(*) = # of	Days – – Exai	mple:	SUS(15)
K1)0)643	ebirani (R17/4	aion.				<i>*</i>		
Docket	# DOC-14	-0028		D	ate H		7/2014		
ERFASE	EUNICON PROFESSIONE	AVIQE L	RWAT	ON !!!					
Resolut	tion:	ES							
(Choos	e one of t	he fo	llowing	g) RESolved		ENied	SUStained	d I	Deadlocked
RESOLU	JTION DE	SCRIP	TION:						
1. 2.		y susp int wil 6/21/	ension v l be rein 2014.3	vill be reduced abursed for 5 o				at the	e rate he was
	1								
•	ie Reynolds partment of	Admi	nistrativ	'e		•	rymoyer E Iowa Cour	ncil (51

Assistant to the President

Date

erievance i	NI OR					
AFSCME Grievar	ce#	121876		IDAS Griev	/ance #	14-0138
Grievant Name	Mon	ica Streicher				
Department/Loc	ation	Department of Agric	ulture	AFSCME Repr	esentative	Robin White
Issue: DIS		(Choos	se one	」 of the following	1)	
CLArificat	ion (C	 Contract Langua	ge issu	e.) DIScipline	(Other th	an following.)
SUS(*)pen	sion	TERmination		(*) = # of Days	Example:	SUS ⁽¹⁵⁾
DORGER TOTAL DOA-1 DOCKET # DOA-1	4-0002		Date H	03/13/201 leard	4	
	<u></u>					
Resolution:	RES					
(Choose one of	the fo	llowing) RESolv	ed [DENied SUS	tained [Deadlocked
RESOLUTION DE	SCRIP	TION:				
The decision of the street of the decision of the street o	en repri	imand shall be remo	oved from	n the employees fi	le effective	immediately.
Stephanie Reynolds		o ictrativa		Mark Frymo		and an extension of the second

Services, Human Resources Enterprise

Management Co-Chair

Assistant to the President

GRIEVANCELY	PORTE SEL	<u> </u>				
•						
AFSCME Grievance	123385	5		IDAS Grievance #		14-0143
Grievant Name	July Thong T	hi				
Department/Locat	lowa D	epartment of Rever	AFSCME Representative Greg Lewis			
Issue: TER		(Choose o	ne c	of the following	g)	
CLArificatio	n (Contrac	t Language is	sue	.) DIScipline	(Other th	nan following.)
SUS(*)pensi	on TEF	Rmination		(*) = # of Days	s – – Example:	SUS(15)
1) <u>6</u>)45.42x j= 1.1726)R	PEVELON					
Docket # DOR-14-0	001	Dat	e He	01/30/201	4	
RESORFEORE	TO ORWAY	7 <u>0</u> 17				
Resolution: RES	3					
(Choose one of the	e following	g) RESolved	D	ENied SUS	tained i	Deadlocked
RESOLUTION DESC	RIPTION:					

The decision of the Panel is:

- 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

AFSCME Grievance #	124835	IDAS Grievance #			
	e Haun				
Department/Location	ASP	AFSCME Representative White			
Issue: SUS (1)	(Choose	one of the following)			
CLArification (Contract Language issue.) DIScipline (Other than following.)					
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)					
DEGREEN NETONIC					
Docket #	Original [Docket Date 2/13/2014 Date Heard 2/13/2014			
HIGH BEFFE OF ENDERFIELDS					
Resolution: RES					
(Choose one of the following) RESolved DENied SUStained Deadlocked					
RESOLUTION DESCRI	PTION:				
The decision of the Pan The 1 day suspension v	vill be removed from the	the grievants personnel file on 2-13-2015 ere will be no back pay as a result of this retraction.			
Paul Carlson Iowa Department of Adm Services, Human Resource Management Co-Chair		Mark Frymoyer AFSCME Iowa Council 61 Assistant to the President Union Co-Chair			

PARID VALUE AND CANTACA AND CA					
â		· .	·		
	1082	IDAS Grievance #	4-0252		
Grievant Name					
Department/Location IM	CC	AFSCME Representative	Anderson		
Issue: SUS (10)	(Choose one	_l of the following)			
CLArification (Contract Language issue.) DIScipline (Other than following.)					
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)					
DOG SEE BYDE BULLETING OF THE					
Docket # DOC-14-0059 Original Docket Date 2/13/2014 Date Heard 2/13/2014					
FRESOFIERD OF WEVELOW					
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. (There will be no back pay for the reduction.)					
Paul Carison JSMINA Iowa Department of Administr Services, Human Resources Er Management Co-Chair . SMAJU		Mark Frymoyer AFSCME lowa Council 61 Assistant to the Presiden Union Co-Chair	t 2-13-14		

GRIBVANGE INTO:	M-Aktovi		
AFSCME Grievance #	123793	IDAS Grievance #	14-0383
Grievant Name Tam	ara Rosales	1	
Department/Location	Iowa Medical and Classification Center	AFSCME Representative	Earlene Anderson
Issue: DIS	(Choose one	of the following)	
CLArification (C	ontract Language issue	e.) DIScipline (Other th	an following.)
SUS(*)pension	TERmination	(*) = # of Days Example:	SUS(15)
DOGKOT MEORIA	PION	·	· · · · · · · · · · · · · · · · · · ·
Docket # DOC-14-0100	Date H	eard 05/08/2014	
RESOLUTIONANTO	RULKTON		
Resolution: RES			
(Choose one of the fol	lowing) RESolved D	ENied SUStained D	eadlocked
RESOLUTION DESCRIPT	ΓΙΟΝ:		
The decision of the Pane 1. The written repri no further inciden	mand will be removed from	the employees file on 10/29/	2014 if there are
This decision is non prec	edent setting		
Jeff Edgar IDAS Management Co–Chair		Mark Frymoyer AFSCME lowa Council 61 Assistant to the Presiden Union Co-Chair	it

GRIDVANGE INTORVATION

GHAIDA AN CHURCH			•		
•		. • •	•	P=	
AFSCME Grievand	ce # 1009345		IDAS Griev	vance #	10012
Grievant Name	Kristofor Suit				
Department/Loca	ation Newton C	orrectional Facility	AFSCME Repr	esentative ·	Adam Swihart
Issue: TER		(Choose one	.J of the following	3)	
CLArificati	on (Contract	Language issu	e.) DIScipline	(Other tha	n following.)
SUS(*)pens	ion TERm	nination	(^) = # of Days	Example: Sl	(S(13)
poerabilinado	RIVATIION				
Docket # DOC-11	-0026	Original Dock	et Date 12/02/201	0 Date He	ard 12/02/2010
RIBSOLUTION	INDORWATIK	N.			
Resolution: R	ES				,
(Choose one of t	he following)	RESolved I	DENIed SUS	Stained De	adlocked
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 lowa Department of Services, Human Re Management Co-Cl	sources Enterpr			va Council 61 o the Presiden Chair	12/2/10
Troplea	May	12/2/10 Date	willing	mr.	Date '

CHRICHANGICANICOMIACION

AFSCME Grievance # 118682	IDAS Grievance #
Grievant Name James Garske	
Department/Location Iowa Veterans Hom	AFSCME Representative Greg Lewis
Issue: SUS(5) (Choo	se one of the following)
CLArification (Contract Langua	ge issue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: SUS(is)
11(0)(0)(4DNF10VIX(0)(3I/N)(NIX(0)VIX	
DVA-12-0022 Docket # Origina	07/27/2012 Date Heard 07/27/2012
and handle (oxiver) and one	
Resolution: RES	
(Choose one of the following) RESolve	ed DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
The decision of the Panel is: 1. The 5 day suspension shall be reduced. 2. There will be no back pay or accrual. 3.	ed to a 3 day suspension.
Paul Carlson	Mark Frymoyer
lowa Department of Administrative	AFSCME Iowa Council 61
Services, Human Resources Enterprise	Assistant to the President
Management Co-Chair	Union Co-Chair
- Youl Cale 7/27/1-	Man 2/07/12
Date	Date

ARTEVANSE NUFOR	7/4-7/10/1			
	alitatisi <u>a vatastara ya hali puntu kate efe</u> alium <u>eti u dalihen zurif ali</u>	<u>. </u>		
AFSCME Grievance #	122596	IDAS Grievance #	13-0016	
Grievant Name Karla	a Williams			
Department/Location	Woodward Resource Center	AFSCME Representative	Greg Lewis	
Issue: TER	(Choose one	 e of the following)		
CLArification (C	ontract Language iss	ue.) DIScipline (Other tha	an following.)	
SUS(*)pension	TERmination	(*) = # of Days Example: \$	SUS(12)	
DE GETTERK BYTHE FAILBAN	V16/11/1			
DHS-13-0074	Original Docl	ket Date Date H	eard 07/26/2013	
RESOLETION ETECRITAVION				
Resolution: RES				
(Choose one of the fo	llowing) RESolved	DENied SUStained D	eadlocked	
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. MM DMCIMM DMM DMM DMM DMM DMM DMM DMM DMM DMM				
Stephanie Reynolds	A STATE OF THE STA	Mark Frymoyer		
Iowa Department of Admir Services, Human Resource		AFSCME Iowa Council 61 Assistant to the Presider		
Management Co-Chair	5 2.1(c) p1/30	Union Co-Chair	· ·	
SReeprold	Q 7/26/13	and a	7/24/3 Date	

GRIEVANCE INFORMATION
34175
AFSCME Grievance # DH5-13-0059 IDAS Grievance # DESCRIBATION OF THE PROPERTY O
Grievant Name MARIANE KEEW
Department/Location DAS/ ELDORA AFSCME Representative EILANDEN
Issue: TER (Choose one of the following)
CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days Example: SUSON
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:
GRIGUM WILL BE ALLOWED TO RESIGN IN GIEO
OF TERMINATION IF GRIEVANT SUBMITS RESIGNATION
LETTER OH/BEFORE JULY 12, 2013, IF NO RESIGNS THE
GETTO GRIEVANCE 19 DENIED, Adam Sudhart
lowa Department of Administrative AFSCME lowa Council 61
Services, Human Resources Enterprise Union Representative
Management Co-Chair Union Co-Chair
Taul Capa 6/27/13 (why fulat 6/27/13
Date Date GRIF\Settlement Form.doc
Atom Madiation LAMBIAN

en e			
GRIBYAN VE 1012 ORMA			
AFSCME Grievance #	0834	IDAS Grievance #	13-0092
Grievant Name	Westphal		
Department/Location Iowa Veterans Home AFSCME Representative			Rick Eilander
Issue: SUS(1)	(Choose one o	of the following)	
CLArification (Cont	ract Language issue	.) DIScipline (Other th	nan following.)
SUS(*)pension	TERmination	(*) = # of Days Example:	SUS(15)
Lie Grenkling erteintskie	V		•
Docket # DVA-13-0070		Date l	09/27/2013 Heard
RESOSERTONESTEDRIVE	·WP(e)ny		
Resolution: RES			
(Choose one of the follow	ing) RESolved DE	ENied SUStained E	Deadlocked
RESOLUTION DESCRIPTION	١:	· .	
The decision of the Panel is: 1. The one day suspension 2. The grievant shall receive	shall be reduced to a writt ve one day back pay and a	ten reprimand effective the date ccruals at the rate she was earn	e of issuance. ing on 8-13-2012.
This is non-precedent setting.			THE STATE OF THE S
Jeff Edgar		Mark Frymoyer	
lowa Department of Administra	tive	AFSCME Iowa Council 61	
Services, Human Resources Ente	erprise	Assistant to the Presider	
Management Co-Chair	,	Union Co-Chair	
alled GA	1/27/13	20 Mars	9/27/17

Date

Date

GRIDVANODINEORIJAALON.

AFSCME Grievance # I16329 IDAS Grievance # I3-0213					
Grievant Name					
Department/Location for Women AFSCME Representative Adam Swilhart					
Issue: TER (Choose one of the following)					
CLArification (Contract Language issue.) DIScipline (Other than following.)					
CLArification (Contract Language issue.) DIScipline (Other than following.)					
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)					
SINO DARAMANA MANAMANA MANAMANA MANAMANA MANAMANA					
Docket # DOC-13-0128 Date Heard 09/26/2013					
RESOLUTIONINGORIVAVION					
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. 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 carning at the time he resigned. This is non-precedent setting.					
Stephanle Reynolds Mark Frymoyer					
lowa Department of Administrative AFSCME lowa Council 61					
Services, Human Resources Enterprise Management Co-Chair Assistant to the President Union Co-Chair					
SReywest co-chair SReywest 9/26/13 Date Date					

GRIDWANGIDANIANION 13-0257				
AFSCME Grievance # IDAS Grievance # Siz-6289				
Grievant Name Cheri Rinnor				
Department/Location Woodward Resource Center AFSCME Representative Greg Lewis				
Issue: TER (Choose one of the following)				
CLArification (Contract Language Issue.) Discipline (Other than following.)				
SUS(*)pension TERmination (*) = # of Days Example: SUS(IS)				
DOGGETT INTORITATION				
Docket # DHS-13-0076 Original Docket Date Date Heard 07/26/2013				
RDSGLUUVONTONGRIVAVUON				
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. 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 Mark Frymoyer Iowa Department of Administrative AFSCME Iowa Council 61				
Services, Human Resources Enterprise Assistant to the President				
Management Co-Chair Union Co-Chair				
Date 1216/13				

Letting Atalia will be a contraction of the

AFSCME Grievance #	97756	IDAS Grievance #	13-0310	
Grievant Name	latt Trave	1		
Department/Location	DOC-Newt	AFSCME Representativ	e Surhart	
Issue: TERM	(Choose o	ne of the following)		
CLArification (Co	ontract Language i	ssue.) DIScipline (Other th	nan following.)	
SUS(*)pension	TERmination	(*) = # of Days Example:	SUSUS	
१००७: (वाज्यस्तारमञ्जूषास्त्राप्ताः)	(<u>(), ()</u>			
Docket # [13 - 013	Original Do	cket Date Date H	leard 6.28.13	
PRIDE(O) GOUR (O) NO INECOTE	MESH(O)N			
Resolution: Reso	Ived	· ·		
(Choose one of the following) (RESolved DENied SUStained Deadlocked				
RESOLUTION DESCRIPTION:				
The decision of the Panel in The Guerrana	s: l will be o an by o	llowed to resta 7.19 ZO13. Y	in in lieu no letter	
is received	by that	date the gue	iance is	
Paul Carlson lowa Department of Adminis Services, Human Resources E Management Co-Chair		Adam Swilrart SAL AFSCME lowa Council 61 Union Representative Union Co-Chair	glewis	
twellinde-	- 6/38/13 Date	They A Jee	Date 6/28/13	

(सरवाञ्चार्थाः (भ्रम्भारत्व) स्वतंत्र सम्बद्धाः स्

AFSCME Grievance # 97760 6	1 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 issu	e.) DIScipline (Other than following.)
SUS(*)pension (TERmination	(*) = # of Days Example: SUS(15)
31(6)(31(1)(1)(1)(1)(1)(1)(1)(1)(1)(1)(1)(1)(1)	
Docket # 13-0137 Original Docket	et Date Date Heard 6.28.13
ASSEQUERATIONARMEDISAMEMARIONA NO	
Resolution: Resolved	
(Choose one of the following) RESolved D	ENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
The decision of the Panel is: The Grieve resign by 07.19.2013, if no letter of resignation date, the guerance we	in lieu of termination.
Paul Carlson	Adam Swithart Gulg helicis
Iowa Department of Administrative Services, Human Resources Enterprise	AFSCME Iowa Council 61 Union Representative
Management Co-Chair	Union Co-Chair
(but lown 6/28/17	Trea A Jewis 6/28/2013
Date	O Date

CHAIDAVAAN GODINIXORIVAGILON

AFSCME Grievance # 118379 IDAS Grievance # 13-0400
Grievant Name Bob Sohl
Department/Location Clarinda MHI AFSCME Representative MaH Butter
Issue: Termination (Choose one of the following)
CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days Example: SUS(*)
DIOGRADA AND SANTANION
Docket # 13 -0098 Original Docket Date 8/21/17 Date Heard 8/24/13
TANETONIA ALTONIA ALTO
Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:
The decision of the Panel is: 1. Grievant will be promitted to resign in lieu of termination provided 6. Grievant submits a letter of resignation to Management on or before 6. September 13, 2013. If no letter is submitted, grievana is denied. 2. This decision is non-precedent setting.
Services, Human Resources Enterprise Management Co-Chair Apply of Mark Frymover AFSCME Iowa Council 61 Swi half Assistant to the President Union Co-Chair Apply of Mark Frymover AFSCME Iowa Council 61 Swi half Assistant to the President Union Co-Chair Apply of Mark Frymover AFSCME Iowa Council 61 Swi half Assistant to the President Union Co-Chair Apply of Mark Frymover AFSCME Iowa Council 61 Swi half Assistant to the President Union Co-Chair
Date

raco narante (or tropo to rankanto).

AFSCME Grievand	ce # 119894 Josh Blezek		IDAS Grievance #	13-0401
Department/Loca	ation Glenwood R	esource Center	AFSCME Representativ	Matt Butler
Issue: SUS(1)			f the following)	ago fallandos)
	ion TERmir		.) DIScipline (Other the control of	
70(0(0)(40H130)(130) Docket # DHS-13-		Date He	April 25, 2014	
สลังราชาติอักษ์(อังกับ) Resolution: Re	isolved 			
(Choose one of the RESOLUTION DES		I ESolved DE	ENied SUStained I	Deadlocked
grievant wi	esolved as follows	s: Ispension will be back pay or bene	e reduced to a written reprime	and and the
Stephanie Reynolds lowa Department of Services, Human Res Management Co-Cha	ources Enterprise	4/25/2014	Danny Homan AFSCME lowa Council 6 President Union Co-Chair	4/25/2014
		Date		Date

GRIEVANGE INFORMATION.	
AFSCME Grievance # 117171 IDAS Grievance # 13:0423	
Grievant Name	***************************************
	Lewis
Issue: TER (Choose one of the following)	
CLArification (Contract Language issue.) Discipline (Other than follo	wing.)
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)	
José pension Cammus (, , , , , , , , , , , , , , , , , , ,	
DOCKETTINGCRIVATION	
Docket # DNR-13-0005 Date Heard	09/27/2013
RESOLUTION IN ROTHING THE	
Resolution: RES	
(Choose one of the following) RESolved DENied SUStained Deadloc	ked
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 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 earn time she resigned. This is non-precedent setting.	
Jeff Edgar Mark Frymoyer Jowa Department of Administrative AFSCME Iowa Council 61	
lowa Department of Administrative AFSCME Iowa Council 61 Services, Human Resources Enterprise Assistant to the President	
Management Co-Chair Union Co-Chair	
Jeff R Ed 9/27/13 Anligny 3/	Date

		The second secon		
AFSCME Grieva	ince # 119899		IDAS Grievance #	13-0431
Grievant Name	Julie Ward			. ·
Department/Lo	ocation Glenwood	Resource Center	AFSCME Representative	Matt Butler
Issue: sus(1)		(Choose one o	of the following)	
CLArifica	tion (Contract L	anguage issue	.) DIScipline (Other th	ian following.)
SUS(*)pe		ination	(*) = # of Days Example:	
	94.1.5			
DHS-1	3-0100	Date He	April 25, 2014	
11	21,43,61,e 2,1,67,91			
Resolution:	Resolved		•	
(Choose one of	the following)	니 RESolved DI	ENied SUStained D	eadlocked
RESOLUTION DE	ESCRIPTION:			
The decision of t	he Panel is: Resolv	ed		
1) The Griev receiving 2) The one (on April 3, 2013 a	ne (1) day of back nd any benefit ac will be removed f	pay at the rate of pay the gric cruals the Grievant may have from the Grievant Personnel f	lost.
Stephanie Reynolds			Danny Homan	11
Iowa Department o			AFSCME lowa Council 61	
Services, Human Re Management Co-C	·	1	President Union Co-Chest	
SReeps	•		Many Ja.	
	v	<u>4/25/2014</u> Date	menintering	4/25/2014 Date

GRIDVANCE INTERPREDICT
AESCME Criovers // 122651
IDAS Grievance # IDAS Grievance # 14-0183
Grievant Name
Department/Location Woodward Resource Center AFSCME Representative Greg Lewis
Issue: SUS(1) (Choose one of the following)
CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)
DOCKTHI INTORNYATION
Docket # DHS-14-0033 Date Heard 06/27/2014
RESOLUTIONALIZATION
Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:
The decision of the Panel is: 1. If there are no further incidents of like nature prior to 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 Mark Frymoyer lowa Department of Administrative Services, Human Resources Enterprise Management Co-Chair Mark Frymoyer AFSCME lowa Council 61 Assistant to the President Union Co-Chair
Held Sunch 6/27/14 Myss 6/27/14 Date

(4.7) <i>[5</i>	Valifera Z.	YZ (J.)		97.				
AFSCMI	E Grievan	ce #	123790)	IDAS Grieva	ance #	4-0355	
Grievan	t Name	Phillip	Barnes	5				
Departr	nent/Loc		Iowa M Center	fedical Classification	AFSCME Repre	sentative	Earlene Anderson	_
lssue:	TER			(Choose one o	of the following)			
С	LArificati	on (Co	ntrac	t Language issue	.) DIScipline (Other thai	n following.)	
SI	JS(*)pens	sion	TER	Rmination	(*) = # of Days -	– Example: SL	JS(15)	
FOCUS	Drivilijo ()	SERVE KNUZVI	70. j					
Docket #	DOC-14-	-0104		Date He	07/10/2014 eard			
RÞS,Ö	\$ <u>\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ </u>	\$\\TD\()]F&	IVI AVE	GRANGE ST		.*		
Resoluti	on: Re	es					•	
(Choose	one of the	ne follo	owing) RESolved D	ENied SUSta	ined Dea	adlocked	
RESOLU	TION DES	CRIPTI	ON:					

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

Allgon

7/10/14

Date