STATE OF IOWA AND AFSCME IOWA COUNCIL 61

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Human Services, Glenwood Resource Center, hereinafter the State, and the American Federation of State, County, and Municipal Employees (AFSCME) Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Michael Burgess, hereinafter the Grievant, AFSCME No. 117807/IDAS No. 11-0487, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant's employment was terminated on June 10, 2011.

The parties have agreed to the following:

- 1. Upon execution of this Agreement, the termination letter will be rescinded and replaced with this Agreement which will constitute a letter of resignation effective June 10, 2011.
- 2. The Grievant agrees to no future application to or employment with the State of Iowa.
- 3. Requests for employment references will be responded to with the Grievant's date of hire, date of resignation, whether eligible for rehire, and position and rate of pay at the time of separation.
- 4. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 5. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 6. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:	FOR THE UNION:	
Andea Mar 3/9/12 Thom Min Dl 3	19/12 Matt Butler	3/12/2012 Date
Andrea Macy Date	Staff Representative	Date
Labor Relations/Specialist Department of Administrative Services	AFSCME Iowa Council 61	
Human Resources Enterprise	74 COME TOWN CONTON	`
L-		
A13/18	2	-
Zvia McCormick Date		Date
Superintendent ·	Grievant	
Glanwood Resource Center		

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise and the Department of Public Safety, hereinafter "State", and the State Police Officers Council, hereinafter "Union", enter into the following Settlement Agreement in full and final resolution of the grievance, IDAS No. 11-0468, filed by Justin Mack, hereinefter "Grievant", alleging a violation of Article IV, Section 10 and Article XI, Section 1 of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation involving the Cirievant's activities on December 31, 2010, and subsequent three (3) day suspension issued by the State on March 23, 2011, with the suspension served on March 23 through March 26, 2011. As a result, the parties have agreed to the following in a good faith effort to settle all lesses arising out of the facts of this grievence:

- 1. The three (3) day suspension issued March 23, 2011, shall be removed from the Grievant's file and replaced with a one (1) day suspension.
- 2. The Grievant shall be reimbursed for two (2) days of back pay and accounts.
- In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 4. This Agreement is a good faith settlement of all issues existing from the facts ellowed in the referenced grievence. No promises for any other or future consideration have been made by anyons. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 5. The terms of this agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, exhibitation, litigation, or other proceedings in the future.

FOR THE STATE:

FOR THE UNION:

Labor Relations Specialist \

Department of Administration Services

Human Resources Enterprise

8-16-11

Susanna Brown

SPOC Executive Director and

General Counsel

Justin Meck

Colonel Patrick Hoye Department of Public Safety

08-11-11

Justin Mack

Date

Grievant

STATE OF IOWA AND AFSCME IOWA COUNCIL 61

SETTLEMENT AGREEMENT

The State of lowa, Department of Administrative Services, Human Resources Enterprise, and Department of Corrections; Iowa State Penitentiary, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Mike Paben, hereinafter the Grievant, AFSCME No. 100682/IDAS No. 11-0502, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant was given a one (1) day suspension on May 26, 2011.

The parties have agreed to the following:

FOR THE STATE:

1. The one (1) day suspension will be removed from the Grievant's personnel file six (6) months from the date of issuance provided the Grievant does not have any further similar incidents prior to November 26, 2011.

2. The Grievant shall be reimbursed eight (8) hours of compensatory time and all accruals upon

successful completion of the terms of this Agreement.

3. In consideration of the foregoing, the Union will withdraw the above referenced grievance,

4. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.

5. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE UNION:

Stephanie L. Reynolds Labor Relations Specialist Department of Administrative Se Human Resources Enterprise	8/5/// Date	Otto Groenewald Staff Representative AFSCME Iowa Council 61	ald 1944 Date 8-5-11
	: *		
Will Springe	07/20/11		
William Sperislage Deputy Warden Jowa State Penitentiary	Date	Mike Paben Grievant	Date



	SIRT	<u>[=]</u>	
AFSCME LOCAL	· · · · · · · · · · · · · · · · · · ·		
2989			
CONTRACT			

The state of the s	UNCIL 61 9.20 Am	AFSCME LOCAL 2989 CONTRACT
		GRIEVANCE NUMBER
DON Ellist	SOC. SEC. NO. (processing delayed if not filled in)	CLASSIFICATION
HOME ADDRESS	CITY, STATE & ZIP	HOME PHONE NUMBER
NORK LOCATION		IMMEDIATE SUPERVISOR
ISP		Deb Nichols
STATEMENT OF GRIEVANCE	CONTRACT VIOLA	TION

<u> 155</u>				Jeb Nichols
STATEMENT OF GRIE	EVANCE		CONTRACT VIOLATIO	N
•			ARTICLE	SECTION
STATE THE ISSUE INVOLVED AND THE DA	TE THE MODERIT TOOK	81.00	TX	9
ON June 2nd 201	1 ch E//10+	did receive	a written	reprimand. The
TOTALINES used for di	scipline did	MUT MATCH ST.	TEMENT of red	cold. Progressive
liseipliNE was NOT for	Mowed.			
Make grievant wh	sle remoné	dischlere f	rom fils	
		· · · · · · · · · · · · · · · · · · ·		· ·
	-			
EMPLOYEE (GRIEVANT) SIGNATURE (options	DATE	UNION STEWARD SIGNATION	JR5 STE	EWARDS SOC. SEC. NO. (processing de-
STEWARD) HOME ADDRESS	CITY C	TATE & 718	(ST	EWARD) HOME PHONE NUMBER
SIGILE	NAGEMENT REPRESENȚA	ATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
ISPOSITION OF GRIEVANCE:	resolve &	this step.	Move to	the
· next Ste	o B the	nocess.		2
	7			
				
nd STEP	NAGEMENT REPRESENTA	TIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
ISPOSITION OF GRIEVANCE:	Vritte.	remen	U to be	removed
	immed	leately.		
Q. Dishol	at .	4 14		
rd STEP	AGEMENT REPRESENTAT	TIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
SPOSITION OF GRIEVANCE:				



AFSCME COUNCIL 61 11-0505

DATE STEP MANAGEMENT REPRESENTATIVES SIGNATURE DATE ANSWERED TO STEP MANAGEMENT REPRESENTATIVES SIGNATURE DATE ANSWERED DATE ANSWERED TO STEP MANAGEMENT REPRESENTATIVES SIGNATURE DATE ANSWERED TO STEP MANAGEMENT REPRESENTATIVES SIGNATURE DATE RECEIVED DATE ANSWERED TO STEP MANAGEMENT REPRESENTATIVES SIGNATURE DATE ANSWERED DATE ANSW	MACIAL GR	hevance f	ORM DE	AIJB	CONTRACT MASTER GRIEVANCE NUMBER
WORK LOGATION CHANGE MODE AND THE CATE HE MODE AND A THURS & FYICAY OFF STATEMENT OF GRIEVANCE STATEMENT HE ISSUE INVOLVED AND THE DATE THE MODERNT TOOK PLACE GOPPY, STATEMENT REQUIRED: TO MAKE THE GRIEVANT LINCH ON THIMAD STEMANDS BIONATURE STATEMENT REQUIRED: TO MAKE THE GRIEVANT SIGNATURE (UNTON) DATE RECEIVED MANAGEMENT REPRESENTANTES SIGNATURE DATE RECEIVED DATE RECEIVED DATE ANSWERED	NAME OF EMPLOYEE (GRIEVANT)	Soc. si	EC NO Intocassing dulawad if i	not filled in)	11830
CIATING MENTAL HEALTH NIGHT SHELD 1300 to 394 INWIN WAKE FLOCH POSITION / THUTS & FRIDAY OFF STATEMENT OF GRIEVANCE STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE APPLY. STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE APPLY. STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE APPLY. STEVEN THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE APPLY. STEVEN THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE APPLY. STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT THE INCIDENT THE INCIDENT		· · · · · · · · · · · · · · · · · · ·	- A- TIO		HOME PHONE NI 1949-0
STATE STREET BY GRAPHINE STATE THE ISSUE INVOLVED AND THE DATE THE MIGIDENT TOCK PLACE STATE THE ISSUE INVOLVED AND THE DATE THE MIGIDENT TOCK PLACE STATE THE ISSUE INVOLVED AND THE DATE THE MIGIDENT TOCK PLACE STIEVANT WAS AND THE MIGIDENT TOCK PLACE STIEVANT HEQUIRED: TO Make the grievant Londe in All Mathers. COMPLOYEE (GRIEVANT) SIGNATURE (OPDIONAL) DATE ANSWERED INVOLVES (GRIEVANT) SIGNATURE (OPDIONAL) DATE ANSWERED INTO STEEP INAMAGEMENT REPRESENTATIVE'S SIGNATURE DATE RECEIVED DATE ANSWERED	WORK LOCATION CLAYING Mer	Hal Health IA	lahtshie in	1300 10639/	IMMEDIATE SUPERVISOR
STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE STIEVANT LIBEST TOOK PLACE APPLY. STIEVANT LIBEST CAUSE. ADJUSTMENT REQUIRED: TO MOKE THE GRIEVANT LIBRATURE (OPPOND) DATE NO. II DENOM STEWARD SHOWATURE DATE RECEIVED DATE RECEIVED DATE ANSWERED	STATEMENT OF GR	SIEVANCE SIEVANCE	HON/Thurs	4 FYI day off	MUMIN WARE
STEP STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE APRILY. APRILATION APRILY. APR		40 ma G 7 30 Q 6m 0m		A CONTACT	SECTION
DUISTMENT REQUIRED: TO Make the grievant whole in All Matters. EMPLOYEE (GRIEVANT) SIGNATURE (OPTIONAL) SYSTEMATICAL DILLING STEWARDS SIGNATURE SYSTEMATICAL DILLING STEWARDS SIGNATURE DATE RECEIVED DATE ANSWERED CITY STATE 17/2 DATE ANSWERED CITY STATE 17/2 DATE ANSWERED	STATE THE ISSUE INVOLVED AND T	HE DATE THE INCIDENT TOOK PL	ACE		APPLY.
DUISTMENT REQUIRED: TO Make the grievant whole in All Matters. EMPLOYEE (GRIEVANT) SIGNATURE (OPTIONAL) SYSTEMATICAL DILLING STEWARDS SIGNATURE SYSTEMATICAL DILLING STEWARDS SIGNATURE DATE RECEIVED DATE ANSWERED CITY STATE 17/2 DATE ANSWERED CITY STATE 17/2 DATE ANSWERED	Grievant u	oas termin	ated on I	Tune 14.20	
EMPLOYEE (GRIEVANT) SIGNATURE (OPTIONES) DATE DATE DATE DESCRIPTION OF GRIEVANCE DISPOSITION OF GRIEVANCE DISPOSITION OF GRIEVANCE DISPOSITION OF GRIEVANCE DATE ANSWERED	Without Ji	ust Cause.			
EMPLOYEE (GRIEVANT) SIGNATURE (optional) DATE CITY STATE A 710 MANAGEMENT REPRESENTATIVE'S SIGNATURE DATE RECEIVED DATE ANSWERED	ADJUSTMENT REQUIRED:				
EMPLOYEE (GRIEVANT) SIGNATURE (optional) DATE CITY STATE A 710 MANAGEMENT REPRESENTATIVE'S SIGNATURE DATE RECEIVED DATE ANSWERED	To make.	المراجعة والمراجعة و	1 . 34 . 1		A Company of the Comp
CITY STATE A 710 DATE RECEIVED DATE ANSWERED MANAGEMENT REPRESENTATIVE'S SIGNATURE DATE RECEIVED DATE ANSWERED		LINE GLISMAL	1+ MOR 1	n All Mot	lers,
CITY STATE A 710 STEP MANAGEMENT REPRESENTATIVE'S SIGNATURE DATE RECEIVED DATE ANSWERED	EMPLOYEE (ORIEVANT) SIGNATURE (I	optional) DATE	UNION STEWARD'S SIGN	NATURE	g 'nrocassing
DATE RECEIVED DATE ANSWERED	WISHARD HOLE ADDRESS.	L CITY.	STATE A ZIE		CTEMADOL HOME PHONE NUMBER
DATE RECEIVED DATE ANSWERED DATE RECEIVED DATE ANSWERED			J		
End STEP Management Representative's SIGNATURE DATE RECEIVED DATE ANSWERED	1st STEP	Management Represent	ATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DATE RECEIVED	DISPOSITION OF GRIEVANCE				
DATE RECEIVED	- Annual Control of the Control of t				
DATE ANSWERED					
DATE RECEIVED			A STATE OF THE STA	(122)	1
hesolves by mutual agreement. The greenest will be allowed to design in lieu of discharge effective him. 14, 2011. Management will not purticipate in any further contest of the unemployment benefits. This agreement is NON presedent. The greeness is withdrawn of STEP MANAGEMENT REPRESENTATIVE'S SIGNATURE DATE RECEIVED DATE ANSWERED		WANABEMENT REPRESENT	ATVE'S SIGNATURE	DATE RECEIVED	
DATE ANSWERED	DISPOSITION OF GRIEVANCES	untual occien	next the	2011	9/21/2011
DATE ANSWERED	to resign in lie	is of dealing	e all. A: N	great we	1) be allowed
DATE ANSWERED	vill not purticipat	is in any durition	consert of	une 14, 2011.	Management
DATE ANSWERED	This agreement is,	own pricedent.	The quever	eco withdra	ent period
SPOSITION OF GRIEVANCE	rd STEP	MANAGEMENT REPRESENTA	TIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
	SPOSITION OF ORIEVANCE			111	IN IR THE
					## H D

MANAGEMENT'S COPY (Traveling Copy)

statė of 10WA. And Afschetowa council bt

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise, and Department of Corrections, Iowa State Peritentiary, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the prevance filed by Mitch Boal hereinafter the Grievant, AFSCME No. 112241/DAS-HRE No. 11-0512, that alleged a violation of Article IV, Section (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was required to provide verification from a medical provider for all unscheduled leave incurred for his personal illness.

The parties have agreed to the following:

1. The medical verification requirement will be removed once the Grievant provides ISP Human Resources with completed paperwork is estober 31, 2011.

2. In consideration of the foregoing, the Union will withdraw the above referenced

3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.

4. The ferms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE

Stephanie J. Reynolds Date

Labor Relations Specialist

DAS-HRE

Bill Sperislage ^v Deputy Warden

lowa State Penitentiary

FOR THE UNION

Otto Groenewald

Staff Representative

AFSCME lowa Council 61

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Iowa Veterans Homes, hereinafter the State, and Shelly Tilton, hereinafter the Grievant, enter into the following Agreement in full and final resolution of the grievance filed by Shelly Tilton, IDAS No. 11-0531, that alleged a violation of 11 IAC 60.2 (8A).

This Settlement arose out of a situation in which the Grievant was issued a one (1) day paper suspension on May 27, 2011.

The parties have agreed to the following:

- 1. If the Grievant has received no further disciplinary action, the one (1) day paper suspension will be removed from the Grievant's personnel file and replaced with a written reprimand on November 27, 2011.
- 2. In consideration of the foregoing, the Grievant will withdraw the above referenced grievance.
- 3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.

The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:

FOR THE GRIEVANT:

Andrea Macy

Labor Relations Specialist

Department of Administrative Services

Human Resources Enterprise

Renny Cutler-Bermudez Interim Personnel Director Iowa Veterans Home

Grievant

BOULDS BELLE

英国国际 医超过多级

STATE OF IOWA and AFSCME IOWA COUNCIL 61

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Clarinda Correctional Facility, Department of Corrections, hereinafter State, and the American Federation of State, County, and Municipal Employees lowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Jean Holste, hereinafter Grievant, AFSCME No. 119462/ IDAS No. 11-0572 that alleged a violation of Article VII, Section 1(b), Work Schedules of the 2009 - 2011 Collective Bargaining Agreement (CBA) between the parties.

This settlement arose out of a situation in which schedule changes were allegedly made in the kitchen without sufficient notice. Based on this situation, the parties agree to the following:

- The new schedules will be posted for five additional days and employees will be allowed to bid for the new schedule. The new schedules will be awarded to the employees who have the highest senjority who bid before the ending date on the posting.
- 2. In consideration of the graph, the same will be the consideration of the graph of the graph of the consideration of the graph of the consideration of the graph of the grap
- 3. This Agreement is a good faith settlement of all issues arising from the facts elleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 4. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:	FOR THE UNION:
Territy J. Hele.	ModeraBit
August 16, 2011 Beverly Abels Date Program Delivery Services Division Department of Administrative Services	August 24, 2011 Matt Butler Date Staff Representative AFSCME Council 61
Steve Jenkins Date Deputy Superintendent Clarinda Correctional Facility	Jean Holste Date Grievant

STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and the Iowa Workforce Development Department-Region 10 - Cedar Rapids, hereinafter State, and the American Federation of State, County and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the Group Grievance filed by Cedar Rapids IWD Employees, hereinafter Grievants, AFSCME No. 100324/DAS-HRE No. 11-0574, that alleges a violation of Article IV, Section 2 (Grievance Steps) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which Management in the Cedar Rapids Office of IWD did not accept a grievance properly at the 1st step. As a result of the situation the parties have agreed to the following:

1. Iowa Work Force Development agrees it will adhere to provisions of the collective bargaining agreement and a manager or supervisor will accept and sign for grievances properly submitted at first step. They will conduct a meeting with the parties in compliance with the contract.

2. In consideration of the foregoing, the Union will withdraw the above grievance.

3. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievants' claim in this grievance.

4. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE

Dugarere of Short

Suzanne Brott

07-29-11

Labor Relations Specialist

DAS-HRE

FOR THE UNION

Earlene Anderson

Staff Representative

AFSCME Iowa Council 61

Jon Nelson

Date

Human Resources Director

Iowa Workforce Development

an Ellenberger Date Susan Elllenberger

Steward

STATE OF IOWA disa afecme/lowa council et SETTLEMENT ACREEMENT

The State of lows, Department of Administrative Services, Human Resource Enterprise; Department of Transportation - Highway Division - Altoona Waintenance Garage, hereinafter State, and the American Federation of State, County and Municipal Employees lowe Council 61, hereinefter Union, enter into the following Agraement in full and final resolution of the grievence filed by Frank Maher, hereinafter Grievent, AFSCME No. 112351/DAS-HIVE NO. 11-0285 which allege a violation of Articla IV, Section 9 (Discipline and Discharge) and any and all that apply of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement grose out of a situation in which the Grievant was issued a three (3) day suspension without pay on February 14, 2011. As a result of the disciplinary action the parties have agreed to the

1. The State agrees to raduce the three (3) day suspension without pay to a one day suspension The Grievant Will receive two days back pay and any missed accroals at the rate he was earning on February 14, 2011

2. The State will reduce the one day suspension without pay to a written reprimand on year from the date the 3 day suspension without pay was reduced to a one day suspension without pay. The Crievant will be reimbursed the one day's pay and any missed accruals at the rate he was earning as of February 14, 2011.

or there is another incident of like nature 3. Ifthe Edevant the disciplinary action will not be reduced.

4. In consideration of the foragoing, the Union will withdraw the above referenced grievance.

5. This Agraement is a good faith settlement of all issues arising from the facts alleged in the grievance. . No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential cause of action addressed and arising from the Gdevant's claims in the griavance.

6. The terms of this Agreement are considered by the parties to partain only to the specific facts involved in these matters. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration litigations or other proceeding in the future.

FOR THE STATE

Suzanie of Iron Suzanne L. Brott 09-27-11

Labor Relations Specialist Dapt, of Administrative Services/HRE FOR THE UNION

Adam Swillianz

Staff Representative

afscme council 61

Oct. 27. 2011 10:57AW 학교 학교 연극 설립 설립

Des Moines Construction Office LTOONA SHOP 3158874247 ALTOONA SHOP

No. 0857 P. 3 Paga 01 ¥348

Unda Anderson

Office of Employee Services
Department of Transportation

Mike Krohn

District 1 Maintenance Manager Department of Transportation

Sean Passick Staward

Grievant

Date

Taresa Salak

Supervisor

Department of Transportation

STATE OF IOWA AND UE LOCAL 893 - IOWA UNITED PROFESSIONALS

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Iowa Veterans Home, hereinafter the State, and UE Local 893 - Iowa United Professionals, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Dave Winjum, hereinafter the Grievant, IUP No. 11-002/IDAS No. 11-0261, that alleged a violation of Article IV, Section 11 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Selflement arose out of a situation in which the Grievant was issued a one (1) day suspension on January 18, 2011 (with the suspension served on January 19, 2011).

The parties have agreed to the following:

1. On January 18, 2012, the one (1) day suspension will be reduced to a written reprimand and the Grievant will be reimbursed one (1) day of back pay and accruals,

In consideration of the foregoing, the Union will withdraw the above referenced grievance,

This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.

4. The ferms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any

grievances, arbitration, Illigation or other proceedings in the future.

FOR THE STATE:

Andrea Macy Labor Relations Specialist

Department of Administrative Services

Human Resources Enterprise

Penny Culler-Bermudez

Personnel/Director lowa Veterans Home FOR THE UNION:

Greg Cross

International Representative

UE Local 893 - Iowa United Professionals

Grievant

AUG 2.5 2011 '

IA DEPT. OF **ADMINISTRATIVE SERVICES**



AFSCNE COUNCIL 61 BAITS

of Committee to the contract of the contract o	
GRIEVANCE FORM 11-0275	CONTRACT Master
	GRIEVANCE NUMBER 115152
MANIE OF EMPLOYEE IGHIEVANT. SOO. SEC. NO. (processing delayed if and filed in)	CLASSIFICATION
HOME ADDRESS CITY STATE - 787	(KONE SKUNE MI WEEK
WORKE Clariada Correctional facility - Health Services	IMMENATE SLPENISOR DED PLANTAL

1:(2):(1				
WORKE MICH Clarinda (prechoral facility	-Health Se	avices	IMPERIAL SUPERISOR DED MUSTAL
STATEMENT OF GR	. %	a).	CONTRACT YICLATIO	and the same of th
			ARTICLE XI ZV	SECTION S
STATE THE ISSUE BUYOLVED AND TH	S OATE THE INCIDENT TOOK PLACE REPORT TO SELECT THE SE	·	priced write	on waters of a 10day
Suspension				
ADJUSTMENT REQUIRED:				
Hove the			and ber	unde allumbe in
all mathers			en er generaliset for kalleng krisekt et eller eller en er er en	
EMATOYEE (GRIEVANT) SIGNATURE (Optional) DEPE	TENION STĘWAFDIĘ SIG	NATURE! //	STEMATION SOC. SEC. NO Immersion
(STEWERN LIGHT ADDRESS	opticnal) DETE 18-11	A + 1/2 La	Liter -	despect in not siled by
		· ·	4	
1st STEP DISPOSITION OF GREVANCE	MANAGEMENT PETRESERT	TIVE'S SCHATURE	DATE RECEVED 2-/-/-/	CATE ANSWERED
SIZE SOFTON OF SMEWARCE	•			
		Carrier to a carrier of the state of the sta		
		The state of the second of the land; the second of the sec		
2nd STEP (ATTREE PROPERTY AND	INFESICHATURE	DATE RECEIVED	EATE MASKINGTED 3/23/20//
ASPOSITION OF CHIEVANCE	Ival agreement	J. R.		will be
demones drom	the disciplin	a lotter.	this willow	mont is how.
Precedent - 1	ne grevanes	u withdra	ww.	MANDEN
3rd STEP	MANAGEMENT REPRESENTAT	•	DATE RECEIVED	
DISPOSITION OF GRIEVANCE		The second of th		CATEANSWEED
		e.		

MANAGEMENT'S COPY (Traveling Copy)

STATE OF IOWA AND AFSCME IOWA COUNCIL 61

GRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department of Human Services-Glenwood Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Dawn Bozek, hereinafter Grievant, AFSCME No. 117812/IDAS No. 11-0287 that alleged a violation of Article IV, Section 9 "Discipline and Discharge" of the 2009- 2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was terminated on February 4, 2011. Based on this situation, the parties agree to the following:

1. The grievant will be reinstated with no back pay provided the grievant first passes the required

background check.

The grievant will be placed on reinstatement.	90 days from the date of her
The grievant will be reinstated to a position and day off schedule will be at managen	
 This Agreement is a good faith settlement No promises for any other or future consideration is all that will be received arising from the Grievant's claim in this go. The terms of this Agreement are consideration. 	ered by the parties to pertain only to the specific facts involved this Agreement or cite the same as precedent in any
FOR THE STATE:	FOR THE UNION:
May 2, 2011 Beverly Abels (Date) Program Delivery Services Division Department of Administrative Services	Matthew Butler (Date) Staff Representative AFSCME Council 61
Glerwood Resource Center (Date)	Dawn Bozek (Date) Grievant

STATE OF IOWA AND AFSCME IOWA COUNCIL 61

GRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department of Human Services-Glenwood Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Becky Leeper, hereinafter Grievant, AFSCME No. 117909/IDAS No. 11-0290 that alleged a violation of Article IV, Section 9 "Discipline and Discharge" of the 2009- 2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was disciplined and given a pay reduction for two pay periods on February 11, 2011. Based on this situation, the parties agree to the following:

1. The discipline of the grievant is rescinded and will be removed from the grievant's file.

2. The grievant will be reimbursed for the pay reduction and

3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

4. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

5. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any

grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:

May 2, 2011

Beverly Abels

(Date)

Program Delivery Services Division

Department of Administrative Services

Towardy J. Alala-

FOR THE UNION:

Matthew Butler

Staff Representative

AFSCME Council 61

Glenwood Resource Center (Date)

Becky Leeper Grievant (Date)

(Date)

STATE OF IOWA AND UE LOCAL 893 – IOWA UNITED PROFESSIONALS

GRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department of Human Services, hereinafter State, and the UE Local 930, Iowa United Professionals, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Christina Delperdang, hereinafter Grievant, UE/IUP No. 11-0008/IDAS No. 11-0298 that alleged a violation of Article IV, Section 11, Discipline and Discharge, of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was suspended for one day effective February 17, 2011, Based on this situation, the parties agree to the following:

- The one day suspension will be removed from the grievant's file on January 17,2013 provided the grievant is performing to expectations, and
- 2. If the suspension is removed from the file, there will be no back pay reimpursement.
- 3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 4. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 5. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:	FOR THE UNION:		
Tendy J. Wile.			
May 10, 2011			
Beverly Abels (Date) Program Delivery Services Division Department of Administrative Services	Jack Lassiter UE Local 893 Iowa United Professionals	(Date)	
			•
Department of Human Resources (Date)	Christina Delperdang Grievant	(Date)	

See Nox

STATE OF IOWA AND AFSCME IOWA COUNCIL 61

SETTLEMENT AGREEMENT

The State of lowa, Department of Administrative Services, Human Resource Enterprise, and Department of Corrections, Iowa State Penitentiary, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Troy Fenton, hereinafter the Grievant, AFSCME No. 100595/DAS-HRE No. 11-0306, that alleged a violation of Article IV, Section (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a five (5) day unpaid suspension on February 18, 2011, (with suspension served February 12 through February 16, 2011),

and for an arrest on Jánuary 29, 2011, for failure to appear and failure to pay fines related to a DUI charge in Illinois; and a 10 day unpaid suspension and

The parties have agreed to the following:

20 (8/2)

1. The Grievant will schedule and submit to:

through the

y 5 p.m. on May 18, 2011.

within seven (7) calendar days of the date or a provide vernication of such arrangement to ISP Human Resources. The

Grievant will

The Crievant will;

the State agrees to remove the five (5) day unpaid suspension and the subsequent 10 day unpaid suspension and final warning issued to the Grievant on May 2, 2011, from the Grievant's personnel file. The Grievant will not receive any reimbursement for lost wages, benefits, or leave time accruals.

3. Failure to abide by any of the conditions expressed herein, or failure to abide by the terms of the and the Department of Corrections General Rules of Employee Conquer, may resum additional disciplinary action, up to and including termination.

4. In consideration of the foregoing, the Union will withdraw the above referenced grievance and agrees to forgo a grievance regarding the 10 day unpaid suspension.

5. This Agreement is a good faith settlement of all Issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential gauses of action addressed and arising from the Grievant's claims in this grievance.

6. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings. In the future. FOR THE STATE

Stephanie - Reynolds Labor Relations Specialist DAS-HRE

Bill Sperfslage Deputy Warden Iowa State Penitentiary

FOR THE UNION

Otto Groenewald Staff Representative AFSCME lowa Council 61

Troy Fenion Grievant

Date

§-/7-// Date

STATE OF IOWA AND AFSONE IOWA COUNCIL 61

SETTLEMENT AGREEMENT

The State of lowa, Department of Administrative Services, Human Resource Enterplies, and Department of Corrections, Iowa State Pentieptiany, bereinalter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enterinto the following Agreement in full and that resolution of the grievance filed by Kent. Bawden, hereinafter the Grievant, AFSCINE No. 100601/DAS-HRE No. 11-0317, that alleged a violation of Article Ny. Section (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a written reprint and on March 4, 2011

The parties have agreed to the following:

FOR THE STATE

lowa State Peniltentiary

1. The wiften reprimand will be removed from the Grievant's personnel file upon execution of this Settlement Agreement.

 In consideration of the foregoing, the Union will withdraw the above referenced gujevance.

3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.

4. The terms of this Settlement Agreement are considered by the parties to perfain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or other proceedings in the same as precedent in any grievances, arbitration, liftgation or other proceedings in the future.

FOR THE UNION

Stephanie L. Reynolds Date Otto Groenewald Date Labor Relations Specialist Staff Representative: AFSCME lowa Council 61

Bill Sperfslage Date Kent Bawden Date Grevant



AFSCNE COUNCIL 61 11-0390 CREVANCE FORM BAITS

CONTRACT GAIEVANCE NUMBER

2 2 E C 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	105 Oct 700.10
SOC SEC. NO. (processing caragina in the lates of	CLASSIFICATION A
TIFEARY ANNSTRONG	HOME PHONE NUMBER
	IMMEDIATE SUPERVISOR
OHS-GRC.	and the state of t

	(Joh		CONTRACT VIOLATI	OM	
STATEMENT OF GRIEVANCE	BOT	B	ARTICLE 1		SECTION TV
TATE THE ISSUE INVOLVED AND THE DATE THE INCIDEN	TTOOK PLACE		th out	45+	cause in
islation of above application	les +=	sections	40110	they	efferint
MIGES 4 Sections					
Koturn to	WOLL	Marie			
make whole i	n ull	matter)			
EMPLOYEE (GRIEVANT) SIGNATURE (options) DATE	UNI	on Strwand's Signat	WAS	layed if no	- 1 · · · · · · · · · · · · · · · · · ·
(STEWARD) HOME ADDRESS	CITY, STATE	& ZIP		(STEWAR	D) HOME PHONE NUMBER
MANAGEMENT R	COESENTATIVE	E SIGNATURE	DATE RECEIVED	STEVETON COMMENTS, NOW, W	DATE ANSWERED
is! Step		The state of the s			Secret Se
DISPOSITION OF GRIEVANCE:	and a second with the second for the second				
			C. M.F.	·Χ	
2nd STEP TANAGEMENTS	EPRESENTATIV	ES SIGNATURE	DATE RECEIVED	Y	DATE ANSWEYED 4/12/2011
DISPOSITION OF GRIEVANCE: Leaders by water ac	green	ent. Strie	rant will h	se re	einstated
with no back pay.					
	MINENS	1 wiles beto			
when remoted settlems. 3Fd STEPWHAGAWA. MANAGEMENT	and do f	USA PRICELLI VES SIGNATURE	DATE RECEIVED		DATE ANSWERED
DISPOSITION OF GREVANCE		1/-1	MALE		
900418	1 al	ARYT			
1	KA				OEM

MANAGEMENT'S COPY (Traveling Copy)

Copy from Most
93/2011

STATE OF IOWA AND AFSCME IOWA COUNCIL 61

SETTLEMENT AGREEMENT

The State of lowa, Department of Administrative Services, Human Resources Enterprise, and Iowa Workforce Development, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Larry "Tony" Rincon, hereinafter the Grievant, AFSCME No. 112730/IDAS No. 11-0359, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant was given a five (5) day unpaid suspension on March 25, 2011.

The parties have agreed to the following:

 The five (5) day unpaid suspension will be reduced to a three (3) day unpaid suspension and the Grievant shall be reimbursed 16 hours of compensatory time and all accruals upon execution of this agreement.

 The firee (3) day unpaid suspension will be reduced to a one (1) day unpaid suspension and the Grievant shall be reimbursed 16 hours of compensatory time and all accruals on March 25, 2013.

- 3. The one (1) day unpaid suspension shall remain part of the Grievant's permanent personnel file.
- 4. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 5. This Agreement is a good faith setilement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 6. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:	FOR THE UNION:	
Spechicas 11/4/11		102-4-8-11
Stephanie/L. Reynolds Date	Ty/Cutkchap	(\ Date
Labor Relations Specialist	Staff Representative	
Department of Administrative Services	AFSCME Iowa Council 61	
Human Resources Enterprise		
DouAdous 10-3-11	TonyRincon	10 - 11 - 2011 Date
Lori Adams Date	Grigvant	24.0
Division Administrator	Olibacus	
lowa Workforce Development		Files Harris and promising of the same trans-

RECEIVED

NOV 1 4 2011

IA DEPT. OF ADMINISTRATIVE SERVICES

STATE OF IOWA AND AFSCME IOWA COUNCIL 61

GRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department of Human Services-Glenwood Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Joseph Bremken, hereinafter Grievant, AFSCME No. 117806/IDAS No. 11-0369 that alleged a violation of Article IV, Section 9, Discipline and Discharge, of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant terminated on April 8, 2011 Based on this situation, the parties agree to the following:

The grievant will be allowed to resign in lieu of discharge.

The grievant will not be barred from re-employment by the State of lowa and may apply for consideration for positions open in the future.

In consideration of the foregoing, the Union will withdraw the above referenced grievance.

This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

4. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:

Tours J. Africa. May 10., 2011

(Date) Beverly Abels Program Delivery Services Division Department of Administrative Services FOR THE UNION:

Matthew Butler Staff Representative

AFSCME Council 61

Glenwood Resource Center (Date)

Joseph Bremken Grievant

31 93728692

STATE OF 1099A AHD afsche icha cotacil st 11-041

Settlehent agreement

The State of lowa, Départment of Administrative Services, Human Resources Enterprise, and Department of Corrections, Iowa State Pentilentiary, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinalitæ the Union, enter into the following Agreement in full and final resolution of the grievance filed by Liea Shelford, hereinafter the Grievant, AFSCME Ho. 100607/IDAS Ho. 11-1411, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between

This Settlement arose out of a situation in which the Grevant was given a three (3) day paper suspension on April 15, 2011,

The padies have agreed to the following:

1. The three (3) day paper suspension will be reduced to a one (1) day paper suspension and combined with one (1) day paper suspension issued to the Grievant on April 13, 2011, upon

2. In consideration of the foregoing, the Union will withdraw the above referenced grievance and withdraw grievance number 100808 (AFSCME)/11-0377 (IDAS) from the July 14, 2011, GRIP

3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and anising from the Grievant's claims in this grievance.

The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or die the same as precadent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:

Stephänie L. Reynolds

Labor Relations Specialist

Department of Administrative Services

Human Resources Enterprise

William Sperisles

Decally Warden lowa State Penterflery FOR THE UNION:

Otto Groeneviald

Staff Representative

AFSCMÉ lana Coancii 61

Gravant



AFSCME COUNCIL 61 GRIEVANCE FORM

AFSCME LOCAL					
CONTRACT	12		,		
GRIEVANCE NUMBER	1	, in the	79	203	3

NAME OF EMPLOYEE (GRIEVANT)	SOC. SEC. NO. (processing delayed if n	ot filled in)	CLASSIFICATION (TT.)
HOME ADDRESS	CITYSTATE	1	HOME PHONE NUMBER
WORK LOCATION 17-2 Hous	e 467 Am Shift	1	MMEDIATE SUPERVISOR Karen Forney
STATEMENT OF GRIEVA	NCE	CONTRACT VIOLATION	All Arctices 1 sections that Are revelent SECTION 9
STATE THE ISSUE INVOLVED AND THE DATE	THE INCIDENT TOOK PLACE:	SION 1	
ONTEVANT WAS GIVE	pension WAS giveNON	4-26-11.	
J. Jas	PENSION WHS THEN DIE		
ADJUSTMENT REQUIRED:	0		· · · · · · · · · · · · · · · · · · ·
Kemov	e theone day suspension	N reduce To	O A WRITTER
reprimand.			
			STEWARDS/SQC_SEC, NO. (processing
-EMPLOYEE (GRIEVANT) SIGNATURE (option	5-6 11 Vacal 11	- Hephan	delayed if not filled in)
(STEWARD) HOME ADDRESS	CP STATE 2.718		
		DATE DECEMED	DATE ANSWERED
1st STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	6/21/11
DISPOSITION OF GRIEVANCE	reed that the one day suspi	ension dated 4-2	6-11 will be reduced
To a more than the total of the	J+emplatecwill receive Ida	in paintbenefit	Sback-Whitten
TO CLUM MARIN Y GOTTINGS	in employees file until 4-20	10-12	
INDUMONO COLLITORIZADO	M BANDURES THE SECTION TO VIS		
2nd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE			
			and the second s
3rd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE			

State of IOWA AND AFSCME/IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise; Department of Inspections and Appeals – State Public Defender's Office – Des Molnes, Iowa, hereinafter state, and the American Federation of State, County and Municipal Employees Iowa council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Julie Antenucci, hereinafter Grievant, AFSCME NO. 11883/DAS No. 11-0434 that alleges a violation of Article IV, Section 9 (Discipline and Discharge), and all other applicable Articles and Sections of the 2009-2011 Collective Bargaining agreement between the parties.

This settlement grose out of a situation in which the grievant was issued a written reprimand on April 18, 2011. As a result of this action the parties have agreed to the following:

1. The State agrees to remove the written reprimand from the Grievant's personnel file on October 18, 2011

2. The Grievant agrees to be reassigned to the Appellate Defender Office from the Special Defense Union effective Monday, May 23, 2011.

3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

4. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration litigations or other proceedings in the future.

FOR THE STATE	FOR THE UNION
Objance of And Objance of And Objance of And Objance of And Objance of Andrews Objance of	Greg Lewis Date Staff Representative AFSCME/lowa Council of
Samuel Langholz Date	Julie Antenucci Date Grievant

Dept. of Inspections and Appeals



COIEVARICE ECORA

LACCOUNT LOOK
AFSOME LOCAL
E C
(102.)
CONTRACT
^~

	Master	
	GRIEVANCE NUMBER 11515	7
Į	CLASSIFICATION (

WINDS STEEL AND A	CETURN TA TTE	I Castel
		GRIEVANCE NUMBER 115157
NAME OF EMPLOYEE (GRIEVANT) Briana Key	SOC. SEC. NO. (processing delayed if not filled in).	CLASSIFICATION C
HOME ADDRESS /	CETY STATE & 7/P	HOME PHONE NUMBER
WORK LOCATION (CF / JJ)		IMMEDIATE SUPERVISOR USTI (AMO) / GATY
STATEMENT OF CRIEWANCE	CONTRACT VIOLATI	011 412 15

STATEMENT OF GRIEVANCE	CONTRACT VIOLATION ALL STREET CLADEN ?
	ARTICLE SECTION 18
STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOO	OK PLACE:
(h 3/15/11 Yokey P	ecieved a written reprimand
ADJUSTMENT REQUIRED:	
Request (F Collas) p	ragressive discipline / reduce written
reprisment & be made	whole in all mothers.
EMPLOYEE (GRIEVANT) SIGNATURE (optional) DATE	UNION STEWARD'S SIGNATURE STEWARDS SOC. SEC. NO. forocessing
1.3/25) / / delayed if not filled in)
(STEWARD) HOME ADDRESS	GITY STATE & 7IP. (STEWARD) HOME PHONE NUMBER

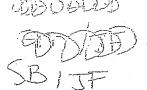
100 mm				
A v Co trad rate to	, <u>, , , , , , , , , , , , , , , , , , </u>			and an analysis of the same
1st STEP	MANAGEMENTA	EPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
Discourie	MM	1 Manl	3-29-11	4-8-11
DISPOSITION OF GRIEVAN	upan The	invertibility	by Captun 1	an Carrell the
Corree	the orthon	taken 15	appropriate.	Griesance,
15 0	benied	Jan Talano	/	CI JEMONOP,
2nd STEP	MANAGEMENTRI	EPRESENTATURE SIGNATURE	DATE RECEIVED	DATE ANSWERED

2nd STEP		<u></u>		
ZIU SIEP	MANUFECTMENT REPRESENTATIVE'S SIG	NATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE.	The state of the s		3/11/2011	5/11/2011
Recolard but	Juntial agreement.	The MA	() , -	
	mula agamen.	1, - Jugo	umard will	be removed)
Vim the Street	ento file 6 months	from today	1 at Mov. 11	2011
J.P.	, ,	P]	
This settlement	is how Precedent.	the gre	vence is with	tracue,
		. 0		

DISPOSITION OF GRIEVANCE	3rd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
	DISPOSITION OF GRIEVANCE			
	•			



AFSCME COUNCIL 61 GRIEVANCE FORM



AFSOME LOCAL				
·	100	250	ý	
	كيب	العبد الأ	5	
CONTRACT				
	(سيت	ý	_	~

GRIEVANCE HUMBER

NAME OF EMPLOYEE (GRIEVANT)	SOC. SEC. NO. (processing de
Man CORDI	-
HOME ADDRESS	CITY, STATE, & ZIP
WORK LOCATION	• • • • • • • • • • • • • • • • • • • •
1)((- ===================================	

alayed if not filled in) CLASSIFICATION HOME PHONE NUMBER IMMEDIATE SUPERVISOR

STATEMENT OF GRIE	Vance		CONTRACT VIOLATION	æ
+ Another Bertain	in Articles	Sections	ARTICLE	SECTION
STATE THE ISSUE INVOLVED AND THE DA	ATE THE INCIDENT TOOK PLACE:	Gobeli was g	1227 2 . 2517	ten reprimand
on K-19-11. Gabeli				•
Processive distibli-		•	•	
ADJUSTMENT RECUIRED:	e written from	record andlar	reduce to c	sch teoures (15)
steal Aconsolue	٠ - بر الم	r		
2	y _	4950	0.00	
EMPLOYEE (CRIB) ANTI) SIGNATURE (CRIB)	nal) DATE	UNION STEWARD: 9SIGNATU		STEWARDS SOC. SEC. NO. (precassing talayed if not filled in)
(STEWARD) HÖVIE ADDRESS	Cny, st	PTE B ZIP		TENARD) HOME PHONE NUMBER
1st STEP	MANAGENEN KALEREJENTATI	29-11 £	DATE RECEIVED	m-+6-2-11@0900
DISPOSIDON OF GRIEVANCE	S S S S S S S S S S S S S S S S S S S	WI S SEED-MUNIC	5-29-11	CATE ANSWERED 5-31-11
Lenied. There	IS NO Violation	s of Contract	·Manayyyy	tinishis.
THE STATE OF THE S	entral de la Caralletta Caralletta de Caralletta de Caralletta de Caralletta de Caralletta de Caralletta de Ca			
		years a second s		
2nd STEP	MANAGEMENT REPRESENTATI	VE'S SIGNATURE	CUATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE	Myann i	=	16-9-11	8-16-11
In state will	I demone t	he written	wiman	I Sum Me
Luevants sus	mnel fite on	November	2192011	if there are no
Justker incid	ents of like	nature.	-ulallul	8-14-4
// 3rd STEP	MANAGEMENT REPRESENTATI	VE'S SIGNATURE	DATE RECEVED	6-16-11 DATE ANSWERED
DISPOSITION OF GRIEVANCE		The state of the s		

STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and the Iowa Workforce Development Department, hereineffer State, and the American Federation of State, County and Municipal Employees Iowa Council 61, hereineffer Union, enter into the following Agreement in full and final resolution of the grievance filed by Michelle Bailey, hereinafter Grievant, AFSCME No. 101803/DAS-HRB No. 11-0482, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which Management issued the Grievant a one (1) day suspension without pay on Fune 6, 2011. As a result of the situation the parties have agreed to the following:

1. The State agrees to reduce the one day suspension without pay to a written reprimend.

The written reprimend will be removed from the Grievant's personnel file on October 27, 2012

2. The Grievani will be reimbursen one may a pay and any misseu accruais at the rate she was expring on June 6, 2011.

3. In consideration of the foregoing, the Union will withdraw the above grievance.

4. This Agreement is a good faith settlement of all listues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

5. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE

Daganos of Anoth

10-24-11

Suzanne Brott

Date

Lebor Relations Specialist

DAS-HRE

Jon Nelson

Date

Human Resources Director

IMD

777

Date

Rick Eilander Staff Representative

FOR THE UNION

AFSCME Iowa Council 61

Michelle Bailey

Tiete

Gricvant





AFSCME COUNCIL 61 GRIEVANCE FORM



re quevent weed be reinstated without back way

. Drevaver is

AFSCMELOCAL
CONTRACT
CONTRACT
GRIEVANCE NUMBER
CUGGELFICATION
TW/CM/A
IMMEDIATE SUPERVISOR
CM/S WA/Je/S

HAME OF EMPLOYES (GRIEVANT)

SOC. SEC. NO. (processing delayed if not filled in)

HOME ADDRESS

WOLLD SOC. SEC. NO. (processing delayed if not filled in)

LICELY STATE & TIP.

withdrawn this agreenent is MM (Phetastill

STATEARENE	Ichn's Walters
STATEMENT OF GRIEVANCE	CONTRACT VIOLATION
STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE:	ARTICLE
just cours in a tych Ill Sietvan	M playment on 6-20-11 without IX. Any other geticles or sections.
ADJUSTMENT REQUIRED:	
10 mits 51	triance whole.
EMPLOYEE (GRIEVANT) SIGNATURE (optional) DATE UNION 6-24-11	STEWARDS CHIRATORE CTEWARDS
Contract on the Contract on th	delayed if not filled in)
1st STEP	(STEWARD) HOME PHONE NUMBER
MANAGEMENT REPRESENTATIVE'S SIGNAL DISPOSITION OF GRIEVANCE	ATURE DATE RECEIVED DATE ANSWERED
2nd STEP	
MANAGEMENT REPRESENTATIVE'S SIGNAT DISPOSITION OF GRIEVANCE	TURE DATE RECEIVED DATE ANSWERED
rd STEP	JRE DATE RECEIVED

ABD

STATE OF IOWA AND AFSCME/IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise; Department of Commerce-Alcoholic Beverages Division, hereinafter State, and the American Federation of State, County and Municipal Employees, hereinafter Union, enter into the following agreement in full and final resolution of the grievance filed by Craig Stafford, hereinafter Grievant, AFSCME No. 99654/DAS-HRE No. 11-0273 that alleges a violation of Article IV, Section 9, (Discipline and Discharge) and all others that apply of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a five day suspension without pay on February 8, 2011. As a result of this situation the parties have agreed to the following:

- 1. The State agrees to reduce the 5 day suspension without pay to a one day suspension without pay. The Grievant will be reimbursed all lost pay except for 8 hours and any lost benefits at the rate the Grievant was earning at the time of the suspension.
- 2. The State agrees to reduce the one day suspension to a written reprimand on April 29, 2012 The State agrees to reimburse the Grievant for 8 hours of pay and any missed accruals at the rate he was earning at the time of the original suspension. (February 8, 2011).
- 3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 4. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential cause of action addressed and arising from the Grievant's claim in this grievance.
- 5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation or proceeding in the future.

FOR THE STATE

Suzanne L. Brott

05-04-11

Labor Relations Specialist

Suzanne L prot

DAS-HRE

FOR THE UNION

Adam Swihart

Staff Representative

AFSCME

Date

Rick Swizdor 05-04-2011 Chief Deputy Administrator Alcoholic Beverages Division Craig Stafford Grievant Date

SETTLEMENT AGREEMENT AND RELEASE

This Settlement Agreement and Release is dated March 18, 2011, between the State of Iowa, Department of Administrative Services (State of Iowa) and Michael E. Frost.

There is currently pending before the Iowa Public Employment Relations Board the following cases involving the State of Iowa and Michael Frost: 07-MA-03; 07-MA-05; 08-MA-01; 08-MA-02; 08-MA-06; 08-MA-08; 08-MA-12; 08-MA-16; 09-MA-02 (collectively referred to as "the Pending Cases").

The State of Iowa and Frost have agreed to settle all claims that may exist between them.

The parties therefore agree as follows.

- 1. The State of Iowa agrees to pay Frost a lump sum of \$34,388.77 payment upon dismissal, with applicable deductions and withholding.
- 2. In addition to the payment identified in paragraph 1, the State of Iowa will remove the following documents from his personnel file:
 - a. the termination letter;
 - b. the 5-day disciplinary suspension;
 - c. the 3-day disciplinary suspension;
 - d. the 1-day disciplinary suspension;
 - e. the written reprimand;
 - f. the August 17, 2005, performance expectation memorandum; and
 - g. all performance evaluations conducted after January 1, 2006.
- 3. In addition to the payment identified in paragraph 1, the State of lowa will extend Frost's eligibility for health and dental insurance under COBRA until

December 31, 2012. Frost remains solely responsible for paying any health and dental insurance premiums.

- 4. In consideration of the foregoing and of the agreements contained in this Agreement, and except as otherwise specifically provided in this Agreement, Frost irrevocably and unconditionally releases, acquits, and forever discharges the State of Iowa and all of their officers, directors, employees, agents and attorneys, from any and all liability whatsoever from any and all claims, demands and causes of action of every nature whatsoever that he may have or may ever claim to have that relate to or arise out of Frost's recruitment, hiring, employment, or termination from employment with the State of Iowa from the beginning of time to the date of this Agreement, including but not limited to:
 - a. All claims arising out of his employment with the State of Iowa;
 - b. All claims for age, race, creed, color, sex, national origin, religion, or disability discrimination; and
 - c. All claims made, or which could have been made, in the Pending Cases.

This release covers all damages, whether known or not, arising from the matters referred to in this Agreement.

- 5. In further consideration, Frost agrees never to apply for or accept employment with any State of Iowa entity even though he is eligible to be reemployed by the State of Iowa as part of this settlement.
- 6. In further consideration, Frost agrees never to sue the State of Iowa or all its officers, directors, employees, agents, and attorneys in state or federal court arising out of or related to matters covered by this Agreement. Nothing in this Agreement, however, prohibits either party from bringing an action to enforce this Agreement.
- 7. In further consideration, Frost agrees to dismiss with prejudice the Pending Cases upon execution of this Agreement.
- 8. Frost agrees that all requests for information from potential future employers must be in writing and addressed to the Director, Iowa Department of

Administrative Services. The parties agree that the department will respond in writing to all such inquiries as follows:

Michael Frost worked for the Iowa Department of Administrative Services and its predecessor, Iowa Department of Personnel, as a personnel officer from February 21, 1995, until August 26, 2008.

- 9. Despite anything in this Agreement to the contrary, nothing in paragraph 3, or in this Agreement generally, applies to any claims for statutory benefits under Iowa Workers' Compensation laws, or for benefits under Iowa's unemployment compensation laws, or to claims for minimum wage or statutory overtime payments under the Fair Labor Standards Act, or to actions for vested pension or retirement benefits, or to actions for breach of this Agreement.
- 10. Acknowledgment of reading and understanding consultation with counsel. Frost, by his signature to this Agreement, acknowledges and agrees that he has carefully read and understands all provisions of this Agreement, and that he has entered into this Agreement knowingly and voluntarily. Frost further acknowledges that the State of Iowa has advised him to consult with counsel before signing this Agreement, and Frost acknowledges that he has consulted with or had the opportunity to consult with legal counsel.
- 11. This Agreement identifies all the consideration that Frost will receive from the State of Iowa. Frost expressly acknowledges no other party or others acting on their behalf has made any promise for any additional consideration.
- 12. All parties deny any wrongdoing and liability to the other. The State of Iowa is settling for economic reasons, to buy peace, and to avoid the time, cost, and uncertainties of contesting the matter. This is a no-fault settlement. Frost agrees that the State of Iowa's payment and the other actions it has taken under this Agreement do not constitute an admission of wrongdoing or liability on the part of the State of Iowa or its officers, directors, employees, agents, and attorneys, by whom wrongdoing and liability is expressly denied.
- 13. The parties acknowledge that this Agreement is a public record under chapter 22 of the Iowa Code and that it is available for public inspection and copying. Frost agrees that he will use his best efforts not to discuss this settlement or the facts and circumstances giving rise to this dispute with anyone. If Frost is

asked about the settlement or the facts and circumstances giving rise to this dispute, he will say that the parties amicably resolved this dispute.

- 14. All parties are executing this Agreement solely in reliance upon their own knowledge, belief, and judgment and not upon any representations made by any of the other parties or others on their behalf.
 - 15. Each party represents to the other that:
 - a. It has read this Agreement;
 - b. It understands this Agreement; and
 - c. It has freely and voluntarily signed this Agreement.
- 16. If any term of this Agreement is for any reason invalid or unenforceable, the rest of the Agreement remains fully valid and enforceable.

Muhan E. Tunt

Michael E. Frost

STATE OF IOWA

By:

leff Panknen

Chief Operating Officer

Human Resources Enterprise

Department of Administrative Services

Approved as to legal form & content:

By:

Grant K. Dugdale

Assistant Attorney General

Attorney for the State of Iowa

STATE OF IOWA

AND

AFSCME/IOWA COUNCIL 61

SETTLEMENT AGREEMENT

allowed to Negigh.

The State of Iowa, Department of Administrative Services, Human Resource Enterprise and the Department of Corrections- Iowa Medical and Classification Center (DOC-IMCC), hereinafter State, and the American Federation of State, County and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Aaron Hebl, hereinafter Grievant, AFSCME No. 100491/IDAS No. 11-0012 that alleges violations of Article IV, Section 9 (Discipline and Discharge) of the 2009-11 Collective Bargaining Agreement between the parties.

This agreement constitutes a full and final resolution of the issues that arose out of the Grievant's termination from employment on July 13, 2010. Based on this situation, the parties agree to the following:

- 1. The Parties agree that the State will permit the Grievant to resign from his employment. The termination letter shall be removed from the Grievant's personnel file and replaced with this settlement agreement. The parties further agree that this Agreement constitutes a letter of resignation effective July 13, 2010. The Grievant will not be eligible for, nor will he apply for employment with the Department of Corrections in the future.
- 2. The Parties agree that this settlement resolves all issues arising from the facts alleged in this grievance. No promises for other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

Dated this <u>26</u> Day of January 2011.

FOR THE STATE:

Karen Kienast

Program Delivery Services Div. Department of Admin. Services FOR THE UNION:

Earlene Anderson Staff Representative

AFSCME Council 61

Daniel Craig

Warden- IMCC

Iowa Department of Corrections

Date

Aaron Hebi Grievant

STATE OF IOWA AND AFSCME IOWA COUNCIL 61

11-00-48

GRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department of Human Services-Glenwood Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Andrea Thacker, hereinafter Grievant, AFSCME No. 103333/IDAS No. 11-0048 that alleged a violation of Article IV, Section 9 "Discipline and Discharge" of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was given a one day suspension on July 26, 2010. Based on this situation, the parties agree to the following:

1. The suspension will be reduced to a written reprimand and the grievant will receive back pay and benefits for one day.

2. The written reprimand will remain in the grievant's file until July 26, 2011.

3. If at any time prior to July 26, 2011, the grievant again violates the work rules referenced in the original suspension letter, the grievant will receive a three suspension.

4. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

6. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

7. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE UNION:

FOR THE STATE:	1011112	· · · · · · · · · · · · · · · · · · ·
September 14, 2010 Beverly Abels (Date) Program Delivery Services Division Department of Administrative Services	Matthew Butler (Date Staff Representative AFSCME Council 61	- 11/16/2011 3)
Glenwood Resource Center (Date)	Andrea Thacker	(Date)

STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and Department of Human Services – Woodward Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Jenice Barton, hereinafter Grievant, AFSCME No. 101449/DAS-HRE No. 11-0052, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a one day paper suspension on July 23, 2010. As a result of the three (§) day suspension without pay, the parties have agreed to the following:

- 1. The State agrees to remove the one day paper suspension from the Grievant's personnel file on July 23, 2011 if there are no further incidents of like nature. As the grievant did not lose any pay or accruals there will be no back pay or accrual adjustment.
- 2. In consideration of the foregoing, the Union will withdraw the above grievance.
- 3. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitrations, litigation, or other proceedings in the future.

future.	and provide in the
FOR THE STATE	FOR THE UNION
Sugarine of front	
01-24-11	Isrey Jewi 1-24-11
Suzanne L. Brott Date	Greg Lewls Date
Labor Relations Specialist	Staff Representative
DAS-HRE	AFSCME
Marsha Edgington-Bott Date 1-24-11	Johnson 124/11 Date
Superintendent	
Woodward Resource Center	Jenice Barton Date Grievant
	1) 0 10

Kathy Butler

STATE OF IOWA AND UE LOCAL 893 – IOWA UNITED PROFESSIONALS

11-0055

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Human Services, Child Support Recovery Unit (CSRU) located in Clinton, Iowa, hereinafter the State, and UE Local 893 – Iowa United Professionals, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Rosann Raymond, hereinafter Grievant, IUP No. 10-034/IDAS No. 11-0055, that alleged a violation of Article VIII, Section 5 (Meal Periods), Article VIII, Section 6 (Rest Periods), and Article XI, Section 1 (Work Rules) of the 2009-2011 Collective Bargaining Agreement between the parties.

The parties have agreed to the following:

CSRU (Clinton, Iowa)

1. The State will follow current contract language with respect to meal periods.

Meal periods may not be taken within the first or last half hour of the assigned shift as a way to shorten the scheduled work day, unless otherwise approved by Management.

 Management in the Clinton office would prefer CSRU employees to utilize their meal periods between the hours of 11:00am and 1:30pm.

4. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

5. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.

6. The terms of this Settlement Agreement are considered by the parties to partain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent

In any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:	FOR THE AMON:	
Andera Naver 3/30/11	All Gusln	3-31-11
Andrea Macy Date	Michael Hansen	Date
Labor Relations Specialist	Fleid Organizer	
Department of Administrative Services	UE Local 893 - Iowa Uni	led Professionals
Human Resources Enterprise		
Sarah Shortleip 03.30-11	Jaku toxmo	4/11/11
Sarah Hartlelp Date	Rosann Raymond	Date
Regional Collections Administrator	Grievant /	Ą
Department of Human Services		•

STATE OF IOWA AND **AFSCME IOWA COUNCIL 61**

GRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department of Corrections-Newton Correctional Facility, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievances filed by Brian Terry, hereinafter Grievant, AFSCME No. 100926/IDAS No. 11-0284 and AFSCME No. 10965/IDAS11-0067 that alleged violations of Article IV, Section 9 "Discipline and Discharge" of the 2009 - 2011 Collective Bargaining Agreement between the parties.

This settlement arose out of the situations in which the Grievant received a three day suspension on August 8, 2010 and was terminated on February 15, 2011. Based on these situations, the parties agree to the following:

1. The grievant will be allowed to resign in lieu of the termination.

The three day disciplinary suspension will be removed from the grievant's file. The grievant will received no back pay.

3. The grievant will not be employed by any office or facility of the Department of Corrections at any time in the future.

4. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

5. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

6. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any

grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:	FOR THE UNION:		٠.
Tamby J. Alace			
July 20, 2011	•	•	
Beverly Abels (Date) Program Delivery Services Division	Adam Swihart Staff Representative	(Date)	фили
Department of Administrative Services	AFSCME Council 61		
A = ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~			
Str J. Su 7-20-2011			
Steve Squifes (Date)	Brian Terry	(Date)	
Personnel Director	Grievant		
Newton Correctional Facility			

AFSCME lowa Council 6:

STATE OF IOWA AND AFSCME/IOWA COUNCIL 61 SETTLEMENT AGREEMENT

ANSCARE IOMA COUNCIL 67 The State of Iowa, Department of Administrative Services, Human Resource Enterprise; Department of Transportation-Motor Vehicle Division-Ankeny Drivers License Station, hereinafter State, and the American Federation of State, County and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievances filed by Lisa Simmons, hereinafter Grievant, AFSCME No. 113441/DAS No. 11-0085 that alleges a violation of Article IV, Section 9 (Discipline and Discharge) and Article IX, Section 10 (Sick Leave) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was required to take leave without pay for a portion of the work day on August 10, 2010. As a result of these actions the parties have agreed to the following:

- 1. The State agrees to allow the Grievant to utilize sick leave to cover her time off for the care of and necessary attention of ill or injured members of her immediate family.
- 2. The Grievant's sick leave account will be reduced by the number of hours of unpaid leave and she will be paid those hours at the rate she was earning on August 10, 2010.
- 3. Management will coach and counsel the Grievant on how to handle sick leave requests when she does not know how long she will be away from work.
- 4. In consideration of the foregoing, the Union will withdraw the above referenced grievances.
- 5. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievances. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential cause of action addressed and arising from the Grievants' claims in these grievances.
- 6. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved to these matters. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration litigations or other proceeding in the fature.

FOR THE STATE

Sugara of hist.

Suzanne L. Brott 04-27-11 Labor Relations Specialist Dept. of Administrative Services/HRE FOR THE UNION

5-2-2011

Greg Lewis

Date

Staff Representative

AFSCME Council 61

Bana/MCKIMMA/ 4.28.2011

Dana McKenna

Employment Relations Officer

IA. Dept. of Transportation

Shane Shook

Steward

Quinto mille

Quinta Miller Manager Motor Vchicle Division

Grievant

Date



AFSCME COUNCIL 61 GRIEVANCE FORM

BA/5A

3450	
CONTRACT 9-11 Master	سر
GRIEVANCENUMBERA 4 A	

121036	72 0		113444
NAME OF EMPLOYEE (GRIEVANT) Max Christiansen	SOC. SEC NO Innocessing delayed if not filled	in)	CLASSIFICATION 201
HOME ADDOCCO			
WORK LOCATION Department of Education	Grimes Bldg / 2nd	floor	MMEDIATE SUPERVISOR
		CONTRACT VIOLATION	<i>I</i> .
STATEMENT OF GRIEVANCE	•	ARTICLE	SECTION
STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT	TOOK PLACE:	alternatila	discipline Which
	, , , , , , , , , , , , , , , , , , ,	2 Prod 1h:	sin violation of the
carries the weight of a l			
above listed articles of Se ADJUSTMENT REQUIRED:	CIENS DON'S OLINES) raj r caj	- TP 17
T. I. dalil	1, 1/0	t.	
To be made W	MOIC	- Canada	
EMPLOYEE (GRIEVANT) SIGNATURE (optional)	5/8/10 TUNION STEWARD'S SIGNATU	JRE J	STEWARDS SOC. SEC NO (
(STEMARRALIONE ADDRESS	1 SID I SIMM WA	M2XII	(STEWARD) HOME PHONE NUMBER
1st STEP MANAGEMENT	REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE			<u> </u>
2nd STEP MANAGEMEN	T REPRESENTATIVES SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE	De Black	10-2-1	0 2/18/2011
Tresolved by mutual agreem	ent. The discipline.	letter wells	rewritten to
remove the phrase" or any o		es or Johnes	. This Stillement
is hon- presedent. The glu	ivance is withdraws	<u>u.</u>	
	T REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANGE	= 2/18/11	<u></u>	
May Mide	2/18/11		
/ V W / / / / / / / / / / / / / / / / /			

STATE OF IOWA AND AFSCME IOWA COUNCIL 61

GRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department of Human Services-Glenwood Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Clarence Dean Dyke, hereinafter Grievant, AFSCME No. 103335/IDAS No. 11-0137 that alleged a violation of Article IV, Section 9 "Discipline and Discharge" of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was given a one day suspension on October 26, 2010. Based on this situation, the parties agree to the following:

- 1. The suspension will be reduced to a written reprimand and the grievant will receive back pay and benefits for one day.
- 2. The written reprimand will remain in the grievant's file for one year from the date of this settlement.
- 3. If in the future, the grievant violates any DHS or GRC work rules or policies, and management can show just cause for discipline, the grievant will be subject to additional discipline, recognizing and considering progressive discipline where applicable.
- 4. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 5. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arlsing from the Grievant's claim in this grievance.

6. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:

Touchy & Alule

March 7, 2011

Beverly Abels

Program Delivery Services Division

Department of Administrative Services

(Glenwood Resource Center (Date)

FOR THE UNION:

Matthew Butler

Staff Representative

AFSCME Council 61

Clarence Dean Dyke

Grievant

04/26/2011

STATE OF IOWA **CINA** afscme Iowa Council 61 SETTLEMENT AGREEMENT

11-0142

4/26/2011

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and Department of Human Services - Woodward Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Michelle Wonderlich, hereinafter Grievant, AFSCME No. 101458/DAS-HRE No. 11-0142, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agroement between the parties.

This settlement arose out of a situation in which the Grievant was issued a one day suspension without pay on October 13, 2010. As a result of the one (1) day suspension without pay, the parties have agreed

The State agrees to remove the one day suspension without pay from the Grievant's personnel file effectively immediately. The Grievant will not be reimbursed any lost wages or accruals.

In consideration of the foregoing, the Union will withdraw the above grievance.

3. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitrations, litigation, or other proceedings in the future.

FOR THE STATE

Duganno L Susaf

03-29-11 Suzanne L. Brott Date Labor Relations Specialist

DAS-HRE

FOR THE UNION

Staff Representative

AFSCME

Marsha Edgingtow-Bott Date

Superintendent

Woodward Resource Center

Date

FSCME President

Riley

Woodward Resource Center

Michelle Wonderlich

Grievant



AFSCME COUNCIL 61 GRIEVANCE FORM

513/E/ 11-0163 AFSCME LOCAL
Z985
CONTRACT
M 93747
GRIEVANCE NUMBER
98582

NAME OF EMPLOYEE (GRIEVANT)	SOC. SEC. NO. (processing delayed if n		CLASSIFICATION ,
Bernatett Hamery			HOUSE LERF IN HOME PHONE NUMBER
H	CITY STATE & ZID		HOME PHONE NUMBER
WORK LOCATION IMCC	•		Paul Waldsknift
2/1100		,	•
STATEMENT OF G		ARTICLE TO AND OTHER SHUT ER	all SECTION & AND all
STATE THE ISSUE INVOLVED AND TH	EDATE THE INCIDENT TOOK PLACE: BETAL BETT WED FERMINATED W	: thout just	Cause
(M. 70 OF. 10 7 2010	W-0 11-11-11		
		<u> </u>	
AOJUSTMENT REQUIRED:		1 .611.	
Return Employee to	Mork, Pay all last wages	and benift)	. Expune discipline
from record Make	e grievant whole		
•			
EMPLOYEE (GRIEVANT) SIGNATURE (G	ptional) DATE UNIONSTEWARD'S SIGNA	ATURE O A	STEWARDS SOC. SEC. NO. (processing de- layed if not litted in)
(STEWARD) HOME ADDRESS	CITY, STATE # ZIP		CTEWARN HOME PHONE ALIMBER
. -			
1st STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE:		÷	
			•
		· · ·	
1	•		
			~~~
		-1 F4	L.
		ゴノ - F人	
2nd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	JI - FA DATE RECEIVED 11-15-10	/- DATE ANSWERED
2nd STEP DISPOSITION OF GRIEVANCE:	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	
		DATE RECEIVED	
		DATE RECEIVED	
		DATE RECEIVED 11-15-10	DATE ANSWERED
		DATE RECEIVED	DATE ANSWERED
	Decembet Has	DATE RECEIVED 11-15-10	DATE ANSWERED
		DATE RECEIVED 11-15-10 11 25   11 11 25   11 11 25   17 11 25   17	DATE ANSWERED  LII  Earlem Haderdon 1/25
	Decembet Has	DATE RECEIVED 11-15-10 11 25   11 11 25   11 11 25   17 11 25   17	DATE ANSWERED  LII  Earlem Haderdon 1/25



## AFSCME COUNCIL 61 GRIEVANCE FORM

55/5/

AF3CME LOCAL 2915 CONTRACT

	JA 0-201 21
Į	GRIEVANCE MUMBER
ì	CUIEAVIACE MONIGELE !
1	، الأحاج
	م الله الله الله الله الله الله الله الل

	VEG (COLEVÁNT)
NAME OF EMPLO	
Α Ι ο	Seydul
Andrew	<b>⊸</b> 8.48₺\

SOC. SEC NO Incomessing dalayed if not filled in)

CLASSIFICATION PPE

CITY STATE & ZIP

WORK LOCATION I MCC

STATEMENT OF GRIEVANCE

CONTRACT VIOLATION

ARTICLE TO GAU Q!

SYATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE: without Just 11-5-10 ADJUSTMENT REQUIRED: STEWARDS SOC. SEC. NO. (processing de-DATE EMPLOYEE (GRIEVANT) SIGNATURE (optional) layed If not filled in) 11-15-10

ISTEWARDI HOME AD

ABEMUN BOOH BMOH (DRAWBER)

1st STEP DISPOSITION OF GRIEVANCE: MANAGEMENT REPRESENTATIVE'S SIGNATURE

DATE RECEIVED 11-15-2010 DATE ANSWERED 11-19-2010

DENIED

CONTRACT VIOLATION

2nd STEP

MANAGEMENT REPRESENTATIVE'S SIGNATURE

DATE RECEIVED

DATE ANSWEDED

DISPOSITION OF GRIEVANCE

BRISTER

Management representative's signature 3/10/11

DATE ANSWERED

DISPOSITION OF GRIEVANCE

#### STATE OF IOWA AND AFSCHE IOWA COUNCIL 61

#### Settlement agreement

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Iowa Veterans Homes, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Lea Ann Hitchings, hereinafter the Grievant, AFSCME Mo. 114794/IDAS No. 11-0174, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Seltlement arose out of a skustion in which the Grievant was issued a one (1) day suspension on November 18, 2010 (with the suspension served on November 17, 2010.

The parties have agreed to the following:

FOR THE STATE:

- If the Grievant has received no further disciplinary action, the one (1) day suspension will be removed from the Grievant's personnel file on November 18, 2011.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No premises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or offer the same as precedent in any grisvances, arbitration, litigation or other proceedings in the future.

FOR THE UNION:

Andrea Macy Date Greg Lewis Date
Labor Relations Specialist Staff Representative
Department of Administrative Services AFSCAFE lower Council 61

Human Resources Enterprise

Marab Sharen LN BSN 349
Margle Button Date 2400
Nurse Supervisor 2

Towa Veterans Home

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise, and Department of Corrections, Mt. Pleasant Correctional Facility, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Derek Kirchner, hereinafter the Grievant, AFSCME No. 87817 DAS/HRE Nos. 11-0184, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was given a 10-day suspension without pay on November 19, 2010 with the suspension served on November 27 through November 30, December 3 through 7, and December 10, 2010.

The parties have agreed to the following:

- 1. The 10-day suspension without pay will be reduced to a written warning and the Grievant will be reimbursed for 10 days of back pay and accruals at the same rate he was earning at the time of the suspension, upon execution of this Agreement.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 3. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE

Stephanie L. Reynolds Date
Labor Relations Specialist

DAS-HRE

FOR THE UNION

Steve Siegel Date
Staff Representative
AFSCME lowa Council 61

: Emplayee Sara-Payroll

Ron Mullen

Superintendent

Mt. Pleasant Correctional Facility

Grievant

# STATE OF IOWA AND AFSCME/IOWA COUNCIL 61 SETTLEMENT AGREEMENT

11-0189

The State of Iowa, Department of Administrative Services-Human Resources Enterprise; Department of Transportation – Highway Division – Office of Bridge Design, hereinafter state, and the American Federation of State, County and Municipal Employees Iowa council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Dennis Walker, hereinafter Grievant, AFSCME NO. 108729/DAS No. 11-0189 that alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011Collective Bargaining agreement between the parties.

This settlement arose out of a situation in which the grievant was terminated on December 1, 2010. As a result of this action the parties have agreed to the following:

- 1. The State agrees that the termination will be rescinded and this settlement will serve as a letter of resignation effective December 1, 2010 in the Grievant's personnel file.
- 2. The State agrees Management will not contest any decisions of the unemployment hearing officer.
- 3. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation, or other proceedings in the future.

FOR THE STATE	FOR THE UNION	
Duganne of host 04-27-11	Cedantal 4.26	//
Suzanne L. Brott Date Labor Relations Specialist DAS-HRE	Adam Swihart Date Staff Representative AFSCME/lowa Council 61	
Linda arders = 4-27-11	D	
Linda Anderson Date Office of Employee Services Dept. of Transportation	Dennis Walker Date Grievant	

Gary Novey Date
Office of Read Design Bridges & Structure
Department of Transportation

#### STATE OF IOWA AND Afsche Iowa Council 61

#### SETTLEMENT AGREEMENT

The State of lowa, Department of Administrative Services, Human Resource Enterprise, and Department of Corrections, Wit. Pleasant Correctional Facility, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Ray Bolander, hereinafter Grievant, AFSCINE No. 113804/DAS-HRE No. 11-0194, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was given a one (1) day suspension without pay on December 1, 2010, with the suspension served on December 3, 2010.

The parties have agreed to the following:

- 1. The one (1) day suspension without pay will be reduced to a written reprimand and the Grievant will be reimbursed for one (1) day of back pay and accruals at the same rate he was earning at the time of the suspension, upon execution of this Agreement.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced
- 3. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE UNION

Ray/Bolander Grievant

Date

Steve Siegel Stephanie L. Reynolds Staff Representative Labor Relations Specialist AFSCME Iowa Council 61 DAS-HRE

Superintendent Mt. Pleasant Correctional Facility

FOR THE STATE

MILECELY PRODUCT

## PERB CASE NO. 11-MA-04 STATE OF IOWA (DOC)

And

#### PAUL A. RODE

### **GRIEVANCE SETTLEMENT AGREEMENT**

The State of Iowa (State) and Paul A. Rode (Grievant) enter into the following agreement in full and final resolution of Grievant's state employee merit appeal filed with the Public Employment Relations Board, Case No. 11-MA-04:

- 1. Effective May 27, 2011, Paul Rode will be reclassified to a Correctional Treatment Director at ICIV.
- 2. The letter of reassignment, by memorandum dated December 3, 2010, will be removed from Grievant's personnel file.
- 3. In consideration of the above, Paul Rode agrees to withdraw his appeal with the Public Employment Relations Board.

DATED this 2nd day of May 2011.

FOR THE STATE:

GRIEVANT:

Karen Kienast

Program Delivery Services Division

Department of Administrative Services-HRE



# AFSCME COUNCIL 61 Rech

CHILV	ANCE FORM	12/14/pp	GRIEVANCE NUMBER 100539
ME OF EMPLOYEE (GRIEVANT)	SOC SEC SIC ASSESSED	1247	WOLE BLONE MINDED
TOE JOHNSON	CITY CTATE & TID		
HK LOGATION			IMMEDIATE SUPERVISOR
TATEMENT OF GRI	·	CONTRACT VIOLA	TION SECTION G
TE THE ISSUE INVOLVED AND THE I	DATE THE INCIDENT TOOK PLACE:	av Dec. 2	2010 anjustly.
JUSTMENT REQUIRED:	whole remove susp	euston from	file and return
Says pay.		• \	
APLOYEE (GRIEVANT) SIGNATURE (OP	lional) DATE UNION STEWARD	'S SIGNATURE	STEWARDS SOC. SEC. NO. (processing de layed if not filled in:
TEWARD) HOME ADDRESS	ICTY STATE		
	MANAGEMENT REPRESENTATIVE'S SIGNATUR	E DATE RECEIVED	DATE ANSWERED
st STEP		<u> </u>	
SPOSITION OF GRIEVANCE:	me to oull the	discipline.	
Place-	fee to pull the of his comp on	the book	
-/1		11-	
/ ν	m-Predent Se	15118 (15)	4-5-11
(i	M- Madent SC MANAGEMENT REPRESENTATIVE'S SIGNATUR	15/14 02	D DATE ANSWERED
and STEP	m- Pricedent Si	15/14 02	D DATE ANSWERED
and STEP	m- Pricedent Si	15/14 02	D DATE ANSWERED  DATE ANSWERED  DATE ANSWERED
Ind STEP	m- Pricedent Si	15/14 02	DATE ANSWERED  (AMAZIO)
IND STEP ISPOSITION OF GRIEVANCE:	m- Pricedent Si	DATE RECEIVE	parpre
ind STEP	M- Michael St MANAGEMENT REPRESENTATIVE'S SIGNATUR	DATE RECEIVE	parpre

#### Department of Corrections - IMCC

And

#### AFSCME Local 2985

#### Settlement Agreement

Department of Corrections – IMCC and AFSCME Local 2985 enter into the following agreement in full and final resolution of the grievance filed by Phillip Barnes AFSCME No # 116895.

This agreement will replace the five (5) day suspension received on 12/14/10.

- 1. The five (5) day suspension will be reduced to a three (3) day suspension.
- 2. The grievant will be reimbursed two (2) days lost time and accruals at the rate he was earning at the time of the suspension.
- 3. The parties agree that this settlement resolves all issues arising from the facts alleged in this grievance. No promises for other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the grievants claims in this grievance.
- 4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

Dated this day of February 2011

FOR THE STATE:

FOR THE UNION:

2-8-1

Marty Hathaway

Date

Associate Warden

TY Doermann

. President AFSCME Local 2985

Phillip Barnes Date

Grievant

APR 1 4 2011

#### STATE OF IOWA AND AFSCNIE IOWA COUNCIL 61

IA DEPT. OF ADMINISTRATIVE SERVICES

4/8/2011

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Iowa Veterans Homes, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance, AFSCME No. 144781/IDAS No. 11-9174, that alleged a violation of Article V (Seniority), Section 1 (Definition) and Article IX, Section 1 (Wages) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Administrative Assistant 1's employed in the Nursing Office at the lowa Veterans Home were reclassified from a bargaining exempt classification code to an AFSCME-covered classification code on November 12, 2010.

The parties have agreed to the following:

1. The employees' seniority, as defined in Article V, Section 1 of the 2009-2011 Collective Bargaining Agreement, will be the following dates, unless and until the employees experience a break in continuous service as defined in Article V, Section 1(C), or become covered by a non-AFSCME collective bargaining agreement (Article V., Section 1(E)):

Nicole Betz-Seniority Date = Way 15, 1995 Linda Frazier - Seniority Date = June 12, 1995 Denise Balot - Seniority Date = November 20, 2002 Jacquelyn Benda-Meeks - Seniority Date = June 5, 2007 Jason Mattesori - Seniority Date = January #1, 2008

- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 3. This Agreement is a good faith settlement of all issues arising from the facis alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievants' claims in this grievance.

The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or dite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:

FOR THE UNION:

Andrea 1	Lan	4/9/11
Andrea Macv ·		/ Date
1 -4 - Doloffone Spec	alist	
Department of Admini	strative Sei	MGS2

Greg Lewis ( Staff:Representative AFSCME lowa Council 61

Penny Cutler-Bermudez Treatment Program Administrator

Human Resources Enterprise

Iowa Veterans Home

Lynne Pothast Local President

AFSCME Local 2984

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

11-0219

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and Department of Human Services – Woodward Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Joyce Augustine, hereinafter Grievant, AFSCME No. 101465/DAS-HRE No. 11-0219, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a one day suspension without pay on December 17, 2010. As a result of the one (1) day suspension without pay, the parties have agreed to the following:

- The State agrees to remove the one day suspension without pay from the Grievant's
  personnel file effectively immediately. The Grievant will not be reimbursed any lost
  wages or accruals.
- 2. In consideration of the foregoing, the Union will withdraw the above grievance.
- 3. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitrations, litigation, or other proceedings in the future.

FOR THE STATE

Dunamue of

03-29-11

Suzanne L. Brott Date Labor Relations Specialist

DAS-HRE

FOR THE UNION

Greg Lews

Date

7-7-2011

Staff Representative

AFSCME

Marsha Edgington Bott Date 3-30-11

Superintendent

Woodward Resource Center

Dan Johnson

_____

Local AFSCME President

Ellen Hellman Date
Director of Food Services
Woodward Resource Center

Joyce Augustine

Grievant

## RECEIVED

MAR 1 4 2011

#### STATE OF IOWA and AFSCME IOWA COUNCIL 61

IA DEPT. OF ADMINISTRATIVE SERVICES

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise, and Department of Corrections, Mt. Pleasant Correctional Facility, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Gary Holtkamp, hereinafter Grievant, AFSCME No. 113788/DAS-HRE No. 11-0221, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was given a three (3) day suspension without pay on December 20, 2010, with the suspension served on January 5-7, 2011.

The parties have agreed to the following:

1. The three (3) day suspension without pay will be reduced to a one (1) day suspension without pay and the Grievant will be reimbursed for two (2) days of back pay and accruals at the same rate he was earning at the time of the suspension, upon execution of this Agreement.

2. In consideration of the foregoing, the Union will withdraw the above referenced

3. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.

The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE

Stephanie L. Reynolds

Labor Relations Specialist

DAS-HRE

FOR THE UNION

Steve Siegel

Staff Representative

AFSCME Iowa Council 61

Superintendent

Mt. Pleasant Correctional Facility

Grievant

#### STATE OF IOWA

#### AND

#### **UE LOCAL 893/IUP**

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise and the Department of Human Services (DHS), hereinafter State, and the UE Local 893/Iowa United Professionals, hereinafter Union, enter into the following Agreement in full and final resolution of the grievances filed by Shannon Anderson, hereinafter Grievant, IUP No. 11-010/IDAS No. 11-04302/PERB No. 11-GA-136 and IUP No. 11-061/IDAS No. 11-0225/PERB No. 11-GA-136 that allege violations of Article IV, Section 11 (Discipline and Discharge) of the 2009-11 Collective Bargaining Agreement between the parties.

This agreement constitutes a full and final resolution of the issues that arose out of the grievances filed on December 23, 2010 and February 25, 2011. Based on this situation, the parties agree to the following:

- The State agrees to remove the disciplinary notices from the Grievant's personnel file on December 14, 2012 provided there are no additional infractions of a substantially similar nature in the interim. The Grievant will not receive any back pay or accruals.
- 2. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 3. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

RECENED

SEP 2 3 2011

Dated this ____Day of September 2011.

ANNISTRATIVE SERVICES

Settlement Agreement

FOR THE STATE:

Program Delivery Services Div. Department of Admin. Services

Felicia Toppert

Department of Human Services

FOR THE UNION:

Michael Hanson

Staff Representative UE Local 893/IUP

Shannon Anderson

Grievant

Anderson Settlement Agreement

**AECEIVED** 

SEP 2 3 2011

IA DEPT. OF

2

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise, and Department of Human Services, Independence Mental Health Institute, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievances filed by Curt Union, hereinafter Grievants, AFSCME Nos. 95069 (DAS-HRE No. 11-0228, respectively), Salow Group, hereinafter Grievants, AFSCME Nos. 95069 (DAS-HRE No. 11-0228), respectively), that alleged a violation of Memorandum of Understanding signed as of June 2, 2011 in with Article VIII, Section 2 (Overtime) of the 2011-2013 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which Grievants were required to work mandatory overtime in November and December 5, 2010.

The parties have agreed to the following:

Independence Mental Health Institute

 In consideration that the independence Mental Health Institute is not requiring Doctors to mandate overtime, the Union will withdraw the above referenced grievance.

2. This agreement is a good faith settlement of all issues arising from the facts alleged in these grievances. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievants' claims in this grievance.

3. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in these matters. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:

| Configuration | Care | Care | Configuration | Care | C

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services — Human Resources Enterprise, and the Department of Human Services — Woodward Resource Center, hereinafter State and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Rob Grimstad, hereinafter Grievant, AFSCME No. 101466/DAS-HRE No. 11-0242, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 CBA between the parties.

This settlement arose out of a situation in which the Grievant was terminated on December 30, 2010. As a result of this disciplinary action the parties have agreed to the following.

1. The Grievant must provide verification of well as the must provide verification of a Chiman must provide

L. The Grievant
L. The
Lallowing WRC to:

- 2. The Grievant will be reinstated to a resident treatment worker position on the PM shift if he passes the records check. The Grievant must also successfully complete new employee orientation. The State will pay the Grievant at the appropriate rate. Vacation accrual rates will begin the date the Grievant is returned to work at the rate he was earning on December 30, 2010. The Grievant's sick leave bank will be restored. The Grievant will retain his original seniority date,
- 3. The Grievant will be returned with no back pay or benefits and at step 6 of the attendance-call in policy.
- 4. The Grievant will have,
- 5. The Grievant will not have any during the life of this settlement agreement.
- 6. This settlement agreement will remain in effect for two years from the date all signatures are received on the settlement. Any violation of these provisions during those two years will result in immediate termination.
- In consideration of the foregoing, the Union will withdraw the above grievance,
- 8. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 9. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cita the same as precedent in any grievances, arbitration, litigation or other proceedings in the figure.

FOR THE STATE

Sugarene of frath

04-08-11

Suzanne L. Brott

Date

Labor Relations Specialist

DAS-HRE

Marsha Edgingloh-Bott Date 4-12-11
Superintendent

Woodward Resource Center

FOR THE UNION

Greg Lewis

Staff Representative

AFSCME Iowa Council 61

Logi 2990 President

Rob Grimstad

Date

Grievant

#### STATE OF IOWA AND AFSCME/IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise; Department of Corrections, lowa Medical Classification Center - Oakdale, hereinafter state, and the American Federation of State, County and Municipal Employees lowa council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Jamie Randall, hereinafter Grievant, AFSCME NO. 115899/DAS No. 11-0243 that alleges a violation of Article VIII, Section 3 (Meal Periods) of the 2009-2011 Collective Bargaining agreement between the parties.

This settlement arose out of a situation in which the grievant worked through her meal break on December 30, 2010. As a result of this action the parties have agreed to the following:

. 1. The State agrees to pay the Grievant for the half hour meal period she worked on December 30, 2010 at the rate she was earning at that time.

2. The Union agrees to withdraw this grievance from the grievance process.

3. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same es pracedent in any grievances, arbitration, litigation, or other proceedings in the future.

1 0 11 11 1 2 0 1 1 1 2	FOR	THE	STATE
-------------------------	-----	-----	-------

Sugarne L from

ั 03-11-20ว่ดึ

Suzanne L. Brott

Date

Labor Relations Specialist

DAS-HRE-

Greg Nelson

Nursing Services Director

IMCC

FOR THE UNION

Earlene Anderson

Staff Representative

AFSCME/lowa Council 61

mie Randall

grievant.

Brian Burch

Staward .

#### STATE OF IOWA AND AFSCME/IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise; Department of Commerce-Alcoholic Beverages Division, hereinafter State, and the American Federation of State, County and Municipal Employees, hereinafter Union, enter into the following agreement in full and final resolution of the grievance filed by Tammy Essink, hereinafter Grievant, AFSCME No. 99653/DAS-HRE No. 11-0255 that alleges a violation of Article IV, Section 9, (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a ten day suspension without pay and final warning on January 14, 2011. As a result of this situation the parties have agreed to the following:

1. The State agrees to reduce the 10 day suspension and final warning to a five day suspension. The Grievant will be reimbursed 5 days of pay at the rate she was earning at the time of the suspension and any missed vacation accruals.

2. In consideration of the foregoing, the Union will withdraw the above referenced

grievance.

FOR THE STATE

Sugarne & Sust

3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential cause of action addressed and arising from the Grievant's claim in this grievance.

4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation or proceeding in the future.

FOR THE UNION

Labor Relations Specialis	-24-11 t	Adam Swihart Staff Representative AFSCME	Date
DAS-HRE	7	AFSCMB	
	8-25-11	•	
Rick Swizdor  Manager  Alcoholic Beverages Divi	Date	Tammy Essink Grievant	Date

#### STATE OF IOWA AND UE LOCAL 893 - IOWA UNITED PROFESSIONALS

#### SETTLEMENT AGREEMENT

The State of lowa, Department of Administrative Services, Human Resources Enterprise, and Department of Corrections, Iowa Medical and Classification Center, hereinafter the State, and UE Local 893 – Iowa United Professionals, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Tom Arras, hereinafter the Grievant, IUP No. 10-060/IDAS No. 11-0259, that alleged a violation of Article VIII, Sections 1 (Work Schedules) and 2 (Compensatory Time/Overtime) of the 2009-2011 Collective Bargaining Agreement between the parties.

The parties have agreed to the following:

- 1. Upon execution of this Agreement, six (6) hours of compensatory time will be added to the Grievant's compensatory time balance.
- In consideration of the foregoing, the Union will withdraw the above referenced grievance.
   This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action

addressed and arising from the Grievant's claims in this grievance.

The terms of this Seltlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

Daniel R. Cralg

Warden lowa Medical and Classification Center

Human Resources Enterprise

Tom Arras

Daka

Grievent

# STATE OF IOWA AND AFSCME/IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise; Department of Inspections and Appeals – State Public Defender's Office – Cedar Rapids, Iowa, hereinafter state, and the American Federation of State, County and Municipal Employees Iowa council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by David Fiester, hereinafter Grievant, AFSCME NO. 135345/DAS No. 11-0267 that alleges a violation of Article IV, Section 9 (Discipline and Discharge), Article IX, Section 10B (Utilization of Sick Leave) and all other applicable Articles and Sections of the 2009-2011 Collective Bargaining agreement between the parties.

This settlement arose out of a situation in which the grievant was terminated on January 18, 2011. As a result of this action the parties have agreed to the following:

- 1. The State agrees to rescind the Grievant's termination letter and replace it with a resignation letter from the Grievant effective January 18, 2011.
- 2. The Grievant will not apply for or accept any future employment with the State of lows.
- 3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 4. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration litigations or other proceedings in the future.

FOR THE STATE

Suzanne L. Brott

Suzanne L. Brott l Labor Relations Specialist

Daté

DAS-HRE

Samuel Langholz

State Public Defender

Dept. of Inspections and Appeals

FOR THE UNION

Earlene Anderson

on ..

Staff Representative

AFSCME/lower/Council 61

David Fiester

Grievant

**PECEIVED** 

APR #1 2011

IA DEPT. OF ADMINISTRATIVE SERVICES

## 11-027

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and Department of Transportation — Highway Division — Council Bluffs Maintenance Garage, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Joe Owen, hereinafter Grievant, AFSCME No. 92100/DAS-HRE No. 11-0271, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) and all other applicable articles and sections of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was terminated on Feburry 3, 2011. As a result of the termination the parties have agreed to the following:

- The State will rescind the termination and this settlement agreement will serve as a voluntary resignation effective February 3, 2011. All reference and materials associated with the Grievant's termination will be removed from his personnel file.
- 2. The Grievant agrees he will not apply for or accept any positions in the future with the Iowa Department of Transportation.
- 3. In consideration of the foregoing, the Union will withdraw the above grievance.
- 4. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitrations, litigation, or other proceedings in the future.

FOR THE STATE

FOR THE UNION

07-27-11

Suzanne L. Brott Date Labor Relations Specialist

Stazanne L. Grat

DAS-HRE

Matt Butler

Date

Staff Representative

**AFSCME** 

Linda Anderson Date	7.7 _11	
Linda Anderson Date Employee Relations Specialist Iowa Department of Transportation	Joe Owen Grievant	Date

Jim Bane Date
District 4 Maintenance Manager
Iowa Department of Transportation

#### -

#### State of Iowa And Afschie/Iowa Council 61 Settlement agreement

The State of iowa, Department of Administrative Services, Human Resource Enterprise; Department of Transportation — Highway Division — Martensdale Maintenance Garage, hereinafter State, and the American Federation of State, County and Municipal Employees lowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Brent Terrell, hereinafter Grievant, AFSCME No. 112352/DAS-HRE NO. 11-0291 which allege a violation of Article IV, Section 9 (Discipline and Discharge) and any and all that apply of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arcse out of a situation in which the Grievant was issued a one day suspension without pay on February 14, 2011. As a result of the disciplinary action the parties have agreed to the following:

- The State agrees to reduce the one day suspension without pay to a written reprimand on June 1, 2012 if there are no further incidents of like nature.
- The Grievant will be reimbursed the one day's pay and any missed accruals.
- In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 4. This Agreement is a good faith settlement of all Issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential cause of action addressed and arising from the Grievant's claims in the grievance.
- 5. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in these matters. Neither party shall rely on this Agreement or die the same as precedent in any grievance, arbitration litigations or other proceeding in the future.

in any grievance, arbitration lidgations or ot	her proceeding in the future.
FOR THE STATE	FOR THE UNION /
Dayanne of short	Calektato 11-28-91
Suzenne L. Brott 09-27-11	Adam Swiharit Date
Labor Relations Specialist	Staff Representative
Dept. of Administrative Services/HRE	AFSCME Council 61
Linda Anderson Date Office of Employee Services Department of Transportation	But Timell 11-28-11 Brent Terrell Date Grievant
<b></b>	Ball
Ken Morrow Date	Sean Passick Date
District 5 Maintenance Manager Department of Transportation	Steward

#### STATE OF IOWA

11-0300

AND

#### **UE LOCAL 893/IUP**

#### SETTLEMENT AGREEMENT.

The State of Iowa, Department of Administrative Services, Human Resource Enterprise and the Department of Human Services (DHS), hereinafter State, and the UE Local 893/Iowa United Professionals, hereinafter Union, enter into the following Agreement in full and final resolution of the grievances filed by Shannon Anderson, hereinafter Grievant, IUP No. 11-010/IDAS No. 11-04302/PERB No. 11-GA-136 and IUP No. 11-061/IDAS No. 11-0225/PERB No. 11-GA-136 that allege violations of Article IV, Section 11 (Discipline and Discharge) of the 2009-11 Collective Bargaining Agreement between the parties.

This agreement constitutes a full and final resolution of the issues that arose out of the grievances filed on December 23, 2010 and February 25, 2011. Based on this situation, the parties agree to the following:

- The State agrees to remove the disciplinary notices from the Grievant's personnel file on December 14, 2012 provided there are no additional infractions of a substantially similar nature in the interim. The Grievant will not receive any back pay or accruals.
- 2. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 3. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

RCEVED

SEP 2 8 2011

ADMINISTRATIVE SERVICE
APPLICATION

Settlement Agreement

医侧侧切除性 电气管 化双氯酸异

Dated this ____Day of September 2011.

FOR THE STATE:

Program Delivery Services Div. Department of Admin. Services

FOR THE UNION:

Michael Hanson

Staff Representative UE Local 893/IUP

Department of Human Services

Shannon Anderson

Grievant

Anderson Settlement Agreement

RECEIVED

SEP 2 8 2011

## RECEIVED

JAN 1 3 2012

IA DEPT. OF ADMINISTRATIVE SERVICES STATE OF IOWA

UE LOCAL 893 - IOWA UNITED PROFESSIONALS

1/-0307

Xhor

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Iowa De Workforce Development, hereinafter the State, and the United Electrical, Radio and Machine Workers of America, Local 893 – Iowa United Professionals, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievances filed by Patty Hauersperger, hereinafter the Grievant, IUP NOS, 11-009, 11-017, 11-019/IDAS No. 11-0303, 11-374, 11-380, that alleged a violation of Article IV, Section 11 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant was given a one (1) day unpaid suspension on February 16, 2011, a three (3) day unpaid suspension on April 1, 2011, and a five (5) day unpaid suspension and final warning on April 18, 2011.

The pariles have agreed to the following:

- The three (3) day unpaid suspension and the five (5) day unpaid suspension and final warning shall be removed from the Grievant's personnel file upon execution of this agreement.
  - 2. The Grievant will be shall be reimbursed 32 hours of compensatory time and all accruals at the rate she was earning on April 18, 2011, upon execution of this agreement.
- 3. The one (1) day unpaid suspension shall remain part of the Grievant's permanent personnel
  - 4. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
  - 5. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievarice. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
  - 6. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE: FOR THE UNION:
Science 1/13/12 Nea a Cross 1/2/12
Stephanie L/Reynolds Date Greg Cross Date
Labor Relations/Specialist International Representative
Department of Administrative Services UE Local 893 - 1UP
Human Respurces Enterprise
The constitution is the contract of the contract of the state of the state of the contract of
1/1/1/1/3/12 Colon Colon Molach 1-11-12
Warc Batty Hauersperger Date
Service Area Manager V 1998 and 1998 Service Area Manager V 1998 and 1998 Service Area Manager V 1998 Service Area
lowa Department of Human Services

STATE OF IOWA AFSCHE IOWA COUNCIL 61 11-0318

## SETTLEMENT AGREEMENT

The State of lower Department of Administrative Services, Human Resource Enterprise, and The State of lower Department of Administrative Services, running resource since passing the State, and the Department of Connections, Anamosa State Penitentiary, heralization the State, and the Department of Connections, Anamosa State Penitentiary, heralization the State, and the Department of Connections, Anamosa State Penitentiary, heralization the State, and the Department of Connections, Anamosa State Penitentiary, heralization the State, and the Department of Connections, Anamosa State Penitentiary, heralization the State Penitentiary, heralization to State Department in Corrections, Anamosa State Pententiary, neralizate the State, and the American Federation of State, County, and Manicipal Employees lower County in fact and the American Federation of State, County, and in fact and final months of the measure of the fact and the following American fact and the following fact and the f American Federation of State, County, and Minucipal Employees lower Lourich of, necessary and final resolution of the grid vance field by the Union, enter into the following Agreement in full and final resolution of the grid vance field by the Union, enter into the following Agreement in and and the necessary accurate the American American Accurate the American American Accurate the American America THE LUTION, ESTIEF WITH THE TOKOWING AGREEMENT IN THE AND STREET HOLD THE GREVARD, CASE NO. 18-0319, that Mothe Revisio, hereinafter the Grievant, AFSCHE No. 100195 DASHARE NO. 18-0319, that Mothe Revisio, hereinafter the Grievant, AFSCHE No. 100195 DASHARE NO. 18-0319, that Mothe Revisio, hereinafter the Grievant, AFSCHE No. 100195 DASHARE NO. 18-0319, that Mothe Revision of Article Name negrate, resembles use chevers, applies and Discharge) of the 2009-2011 Collective alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Registration demonstrate the nation

This sentement arose out of a situation in which the Grievant was given a three (3) day Bargaining Agreement between the peries. cuspension without pay on March 7, 2011.

- The three (3) day suspension without pay will be reduced to a written reprimend upon execution of this Agreement. The Grievant will not receive back pay or accruate.

  In consideration of the foregoing, the Union will withdraw the above referenced. The parties have signed to the following:
  - Unioverse.
    This agreement is a good faith eatherment of all leaves arising from the facts alleged in
  - the alleanest is a good taint eatherman of an issues aliang from the damp subject in ins grovered. He promises or any owner or numer correspond for the claims and potential anyons. The above consideration is all that will be received for the claims and potential enyone. The empte consideration is all that will be received in the causes of action addressed and arising from the Grevant's dains in this greyance. grievence. causes of action andressed and dising from the Chevains come in this preventer. The terms of this sentement agreement are considered by the parties to parties only to
  - the terms of this semement agreement are considered by the party of this agreement of the specific feets involved in this matter. Neither party shall they on this agreement of the specific feets involved in this matter. The sheare hadren in the highest venture back even the chief bucceque? in the future.

FOR THE STATE

Staphonia V. Reynolds

Labor Relations Specialist

DASHRE

Deputy Warden

Anamosa State Penitentiary

FOR THE UNION

Staff Representative

AFSCME lowe Council 61

### PERB CASE NO. 11-MA-05

#### STATE OF IOWA (DOC) and KYLE BAWDEN



In resolution of the merit appeal filed with the Public Employment Relations Board, PERB Case 11-MA-05, DAS-HRE #11-0323; the State of Iowa, Department of Corrections (State) and Kyle Bawden (Grievant) agree to the following:

- The State shall remove the notice of disciplinary action for the ten-day paper suspension and supporting documentation from Grievant's personnel file.
- 2. In consideration of the above, Kyle Bawden agrees to withdraw his appeal with the Public Employment Relations Board.

DATED this 1 day of September 2011.

FOR THE STATE:

Karen Kienast

Program Delivery Services Division

Department of Administrative Services-HRE

GRIEVANT:

Kyle Bawden

## 11-0332

# STATE OF IOWA AND AFSCME/IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of lowa, Department of Administrative Services-Human Resources Enterprise and the Department of Inspections and Appeals, hereinafter state, and the American Federation of State, County and Municipal Employees Iowa council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by all affected employees, hereinafter Grievants, AFSCME NO. 122241/DAS No. 11-0332 that alleges a violation of Article IX, Section 13B,C, and E (Travel and Lodging), and AFSCME No. 100334 that alleges a violation of Article IV, Section 2 (Grievance Procedure-Grievance Steps) any other Articles and Section that may apply of the 2009-2011 Collective Bargaining agreement between the parties.

This settlement arose out of a situation in which the Grievants were notified they would no longer be paid meal reimbursements unless they had overnight lodging and there was not an actual first step grievance meeting on the issue. As a result of this action the parties have agreed to the following:

1. The State agrees to rescind the new meal reimbursement policy as of June 3, 2011 and revert back to the previous meal reimbursement policy.

 The State agrees to reimburse those Grievants who had meal reimbursement claims denied between the period when the new policy went into effect and June 3, 2011 as long as they provide the meal receipts as required.

 Management agrees to follow the provisions of the collective bargaining agreement on the scheduling of first step grievances.

4. In consideration of the foregoing, the Union will withdraw the above referenced grievances.

5. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

6. The terms of this settlement agreement are considered by the parties to pertain only to the Specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration litigations or other proceedings in the future.

FOR THE STATE

Suzanne L. Brott

Labor Relations Specialist

DAS-HRE

Danny J. Homan

FOR THE UNION

President

AFSCME/Iowa Council 61

Beverly Zylstra

Deputy Director

Dept. of Inspections and Appeals

Date

Earlene Anderson

Staff Representative

AFSCME/lowa Council 61

Date

#### STATE OF IOWA ANDAFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and Department of Human Services - Woodward Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Luann Harp, hereinafter Grievant, AFSCME No. 101467/DAS-HRE No. 11-0339, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a written reprimand on February 8, 2011. As a result of this action the parties have agreed to the following:

1. The State agrees to remove the written reprimand from the Grievant's personnel file effective immediately.

In consideration of the foregoing, the Union will withdraw the above grievance.

3. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitrations, litigation, or other proceedings in the future.

FOR THE STATE

Suzanne L. Brott Date

Labor Relations Specialist

DAS-HRE

Lori DeMoss

Director of Nursing

Woodward Resource Center

Marsha Edgington-Bott Date

Superintendent

Woodward Resource Center

Greg Lewis

Staff Representative

FOR THE UNION

**AFSCME** 

12/1/11

11-0355

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

#### **GRIEVANCE SETTLEMENT AGREEMENT**

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department of Human Services-Glenwood Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Joe Lavenroth, hereinafter Grievant, AFSCME No. 117805/IDAS No. 11-0355 that alleged a violation of Article IV, Section 9 "Discipline and Discharge" of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was terminated on March 30, 2011. Based on this situation, the parties agree to the following:

		finformation to wood Resource	to release in	formation to Zvia McCorr
C	2		See to	

4.
5. Violation of any or the provisions or this agreement by the Grievant will result in immediate

passes the required background record check.

3. The grievant will provide to Zvia McCormick a copy of the

- termination.
  6. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 7. This agreement is a good faith settlement of all Issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone
- grievance. No promises for any other or future consideration have been made by anyone.

  8. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 9. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:	FOR THE UNION:
1 Davidy J. Alice May 2, 2011	MAKABAL 5/2/2011
Beverly Abels (Date) Program Delivery Services Division Department of Administrative Services	Matthew Butler (Date) Staff Representative AFSCME Council 61
Glenwood Resource Center (Date)	Joe Lavenroth (Date) Grievant

				- TO- TO- TO- TO- TO- TO- TO- TO- TO- TO
NAN	50F	EM	Ž.	1
	-	in in it	~~	•

## AFSCME COUNCIL 61 GRIEVANCE FORM

11-0357 SB | EL AFSCMELOCAL 2985
CONTRACT
TULL 209 — TUAGED 601
GRIEVANCENISHEER 36
CLASSIFICATION

NAME OF EMPLOYEE (GRIEVANT)	SOC RED NO foracessina de	daved if not filed in)	CLASSIFICATION CO
HOME ADDRESS	CITY, STATE, 8.2IP	and the second s	NOWE BHONE NITMBER
WORK LOCATION  MCC		· ·	IMMEDIATE SUPERVISOR C.1665, Randy
STATEMENT OF GRIEVA	ance		relany section I and any
STATE THE ISSUE INVOLVED AND THE DATE	ביום אומות דמת אמות אומים אומים	larkall the ba	poly land all that apply
ON MONDAUDINE NO 100 INC. STATE STATE OF THE	arimant was given s		and hipped
HE day sound all the	ahin and annualie	continuous combine	Dr :
11000	41	•	
ADJUSTMENT REQUIRED:	me fair and impa	widenstandarin Lais	and Show and
	ing griovant to his		Safety Instructor
HULL BY KITHERE	IN OFTIONALLY TO THE	A Leas of the Control of	
	month all monary	NUM AND (JEK DV JUK CILK)	STEMAROS SOCI BED. NO. Intransion
EMPLOTEE (GRIDIANT) SIGNATURE (option	an late 25 Mac / Lation Steve	VARD'S SIGNATURE	delayed if not filled in
Brandon			
	174	manage and the same and the sam	patriff (Livis)
ist Step	MANUSEMPHIT PEPPETSHIPTINE'S SIGNATU	RE DATE RECEIVED   3/25/	UA 3/3/11
DISPOSITION OF GRIEVANCE FCEL	s that evaluation	intas unbiesed	Gricance Deslied
	•	•	
- Constitution of the Cons		Cum	fax
2nd STEP	MANAGEMENT REPRESENTATIVE SSIGNATI	DATE RECEIVED	DATE ANSWERED 4-7-2011
DISPOSITION OF GRIEVANCE	to a new eval as	Italementho o	ttansher. 4
meets exocile	tions will be	emore previo	us P.E. Stad
dednot,			
han la			
3rd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATI	JRE DAYE RECENSO	OATE ANSWERED
DISPOSITION OF GRIEVANCE	<u>.1</u>		lg taces and making and a second seco
Annual security devices the Association of the Control of the Cont			<u></u>

11-03001

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

RECEIVELY
2011 JUL 15 AM 10: 05
DAS FINANCE

The State of Iowa, Department of Administrative Services, Human Resource Enterprise, and Department of Human Services, Independence Mental Health Institute, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by AFSCME Iowa Council 61 and Mark Breitsprecher, hereinafter the Grievant, AFSCME No. 119474/DAS-HRE No. 11-0361, that alleged a violation of Article II, Section 5 (Union Conventions and Conferences) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant requested union leave and was granted the time off in unpaid status.

The parties have agreed to the following:

- The grievant shall be allowed to use eight (8) hours of vacation or compensatory time, or a combination of vacation and compensatory time, for March 9, 2011. The grievant will notify the State which type of leave he prefers to utilize upon execution of this agreement.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE

Stephanle L Reynolds

Labor Relations Specialist

DAS-HRE

Kevin Jimmerson

Business Manager

Independence Mental Health Institute

1 hours La

Danny J. Homan

President

AFSCME lowa Council 61

Mark Breitsprecher

Grlevant



11-0388 BA/TB

AFSCME LOCAL

SECTION

MINICIPAL	UNIEVANU	C FURN	11/435
MINERAL			GRIEVANCE NUMBER
NAME OF EMPLOYEE (B	RAHarts	SOC. SEC. NO. (processing delayed if not filled in)	CLASSIFICATION R+U2/CM/T
HOME ADDRESS		CATA CTATE & 710	HOWE BROME WISHBED
WORK LOCATION GR	C		IMMEDIATE SUPERVISOR  ROTTO DALIS / DOLG
			1000

STATEMENT OF GRIEVANCE

CONTRACT VIOLATION

		<u> </u>	A Bridd
STATE THE ISSUE INVOLVED AND THI	EDATE THE INCIDENT TOOK PLACE: as denied vacation t	ine off	on 6-7-11 x
6-8-11 Days c	given to staff with	less senic	rity
•			J
ADJUSTMENT REQUIRED:	Make grievant	Lwhole	A CONTROLLY TO CADE AUGUST AND AND A CONTROLLY TO CASE
	-		- American decality and control of the control of t
EMPLOYER IGRIEVANTI SIGNATURE	polional) DATS 22-11 UNIONISTEMARD'S SIGN	Herberg.	STEWARDS SOC. SEC. NO. (processing delayed if not filled in)
(STEWARD) HOME ADDRESS	IAN S		GTEWARD HOME NUMBER
1st STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE			
Total September 2011 April - Control September 2019 CONTROL SEPTEMBE	Democratic designation of the property of the		England Control of the Control of th
		Cont	$\alpha \times$
2nd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE	seasoning and the season of th		
Communication of the Control of the	3		

DATE ANSWERED 3rd STEP DISFOSITION OF GRIEVANCE 'S COPY (Traveling Copy)

To: 15152810753

אר אר בפר בפטז זפ: אל לר ייש: הרשכתוב עסכת בפסז

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

11-0416

The State of Iowa, Department of Administrative Services – Human Resources Enterprise, and the Department of Human Resources – Woodward Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following agreement in full and final resolution of the grievance filed by Madeleine Pritchard, hereinafter Grievant, AFSCME No. 101473/DAS-HRE No. 11-0416 that alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-20011 collective bargaining agreement between the parties.

This settlement arose out of a situation in which the Grievant was suspended for three (3) days without pay on April 24, 2011. As a result of this situation the parties have agreed to the following.

- 1. The State will reduce the three (3) day suspension without pay to a two (2) day suspension without pay. The Grievant will not be reimbursed for a day's pay or any vacation or sick leave accruals.
- 2. The State agrees to remove the 2 day suspension without pay from the Grievant's personnel file on December 23, 2011 if there have been no further incidents of like nature that resulted in the original suspension. The Grievant will not be reimbursed the two day's pay or any missed vacation or sick leave accruals.
- 3. In consideration of the foregoing, the Union will withdraw this grievance from the grievance process.
- 4. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential cause of action addressed and arising from the Grievant's claims in this grievance.
- 5. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in these matters. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigations or other proceedings in the future.

FOR THE STATE

FOR THE UNION

08-08-11

Suzanne L. Brott Date Labor Relations Specialist

Sugarne & Just

DAS-HRE

Greg Lewis

Date 8/11/2011

Staff Representative

AFSCME Iowa Council 61

Dian Start 11-18-11

Diane Stout

Director of Habilitation Services Woodward Resource Center

Date

Madeleine Pritchard Grievant



## AFSCME COUNCIL 61 GRIEVANCE FORM

11-04a3

AFSCME LOCAL 2972

CONTRACT MOSTER

NAME OF EMPLOYEE (GRIEVANT)

CANON HORD KER

HOME ADDRESS

WORK LOCATION

LO

STATEMENT OF GR	MEVANCE	CONTRACT VIOLATION	
E IV I BROWN BE OF THE		AMMICLE 9	SECTION -//
STATE THE ISSUE INVOLVED AND TO	HE DATE THE INCIDENT TOOK PLACE:	A MAR AND A CONTRACTOR OF THE STATE OF THE S	
Schedule C	hanged by Manag	ement, effects	ed her Vac.
Vacation	grievence In	nmediate to 2n	d Step.
ADJUSTMENT REQUIRED:			
To Make T	he grievant who	10.	
	* A A A A A A A A A A A A A A A A A A A		
EMPLOYEE (GRIEVANT) SIGNATURE	(optional) DATE 4-11 WINION ST		STEW/ delaye
ANTENNA MANAGEMENT			- Control of the Cont
1st STEP	MANAGEMENT REPRESENTATIVE'S SIGNA	TURE DATE RECEIVED	DATE ANSWERED
DEVOCEDN OF SPIEVANCE			
G	irievance was:	, , , , , , , , , , , , , , , , , , ,	Now has
her we	rek Vacation A		011
approved:	Attammen RN	Harrachopher M	Jum Lod
2nd STEP	MANAGEMENP REPRESENTATIVE'S BIGNA	TURE DATE RECEIVED	DATE ANSWERED  5/11/20 1/
DISPOSITION OF GRIEVANCE	mutual agreem	ent. The vacat	of was been
approved It	a revenue is	withdrawn.	
<b>0</b> 0 )	0	<u> </u>	LHU Sitt
3rd STEP	MANAGELIENT REPRESENTATIVE'S SIGNA	TURE DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE		A SPHIROGRAPH CONTRACTOR	3
PAR OFFICE A			the contract of the second of

#### STATE OF IOWA AND UE LOCAL 893 - IOWA UNITED PROFESSIONALS

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Human Services, hereinafter the State, and UE Local 893 - Iowa United Professionals, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Jamaal Clarkson, hereinafter the Grievant, IUP No. 11-020/IDAS No. 11-0426, that alleged a violation of Article IV, Section 11 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement (CBA) between the parties.

This Settlement arose out of a situation in which the Grievant's employment was terminated on May 3, 2011.

The parties have agreed to the following:

1. The Grievant will resign in lieu of termination effective May 3, 2011. The termination letter dated May 3, 2011, will be rescinded and replaced with this Settlement Agreement which will constitute a letter of resignation.

2. The State agrees not to provide further information in protest of the Grievant's claim for unemployment

benefits.

3. The Grievant agrees to no future application to or employment with the State of Iowa.

4. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

5. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.

6. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in

any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:

Labor Relations Specialist (

Department of Administrative Services

Human Resources Enterprise

M. Kate Taylor

Regional Administrator

Department of Human Services

FOR THE UNION:

Greg Cross

International Representative

UE Local 893 - Iowa United Professionals

Jamaal Clárkson

Grievant

FEB 2 3 2012

IA DEPT. OF ADMINISTRATIVE SERVICES

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Julaine Duimstra, hereinafter the Grievant, AFSCME No. 111277/IDAS No. 11-0432, that alleged a violation of Article V (Seniority) and Article VII (Transfers) of the 2009-2011 Collective Bargaining Agreement between the parties.

The parties have agreed to the following:

1. The Grievant will have priority to the next vacancy on Malloy 2N on the day shift.

2. Should the Grievant choose to transfer to Malloy 2N under the above provision, the transfer will not count towards the limitation of two (2) transfers under the life of the applicable Collective Bargaining Agreement, per existing language in Article VII, Section 1.

3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

4. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievants' claims in this grievance.

5. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in

any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:

FOR THE UNION:

Andrea Macv

Labor Relations Specialist

Department of Administrative Services

Human Resources Enterprise

Greg Lewis)

Staff Representative

AFSCME Iowa Council 61

Julaine Duimstra

Grievant

## STATE OF IOWA AND AFSCME IOWA COUNCIL 61

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Inspections and Appeals, State Public Defender, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Cynthia Foos, hereinafter Grievant, AFSCME No. 80834/DAS-HRE No. 11-0444, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was terminated on May 10, 2011.

The Parties have agreed to the following:

- 1. The termination letter will be removed from the Grievant's file and replaced with this Agreement, which will constitute a resignation, upon execution of this agreement.
- 2. Neither the Union nor the Grievant will make any further claims or actions against the State in this matter, and the Grievant will not apply for or accept any future employment with the State of Iowa Department of Inspections and Appeals and all attached units.
- In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 4. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE

Karen Kienast

Labor Relations Specialist

DAS-HRE

FOR THE UNION

Otto Groenewald

Union Representative

AFSCME lowa Council 61

Samuel P. Langholz

State Public Defender

Department of Inspections and Appeals

enast "/10/11

Cynthia Foos

Grievant

11-0459

#### State of Iowa And Aescmetowa council 61

## SETTLEMENT AGREEMENT

The State of Iowa: Department of Administrative Services: Human Resources Enterprise and Department of Human Services-Genwood Resource Center, hereinafter State; and the American Federation of State; County, and Municipal Employees lows Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by John Fraissinet, hereinafter Grievant, AESCME No. 99568/IDAS No. 11-0459 that alleged a violation of Article IV, Section 9 Discipline and Discharge of the 2009-20011 Gollective Bargaining Agreement between the parties.

This settlement are secure a situation in which the Grievant received a 10-day suspension on May 20, 2011. Based on this situation, the parties agree to the following:

 The ten day suspension is reduced to a three day suspension. The grievant will be reimbursed for all lost pay and leave accounts for seven work days.

2. In consideration of the foregoing, the Union will withdraw the above referenced

grievance.
3. This Agreement is a good faith settlement of all issues and ing from the facts alleged in this Agreement is a good faith settlement of all issues and ing from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and anising from the Grievant's claim in this grievance.

4. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, Illigation prother proceeding in the future.

FOR THE STATE:	FOR THE UNION:	
09/15/2011  Beverly Abels Date Program Delivery Services Division Department of Administrative Services	Matt Butter Date Staff Representative AFSCME Council 61	<u>ol</u> l
CILA/III	 John Fraissinet Grievant	Date

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

#### GRIEVANCE SETTLEMENT AGREEMENT

The \$tate of lowa, Department of Administrative Services-Human Resources Enterprise and Department on Aging, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa|Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of grievances filed by Kim Weaver, hereinafter Grievant, AFSCME No. 101802/IDAS No. 11-0469 and AFSCME No. 113463/IDAS No.11-0430 that alleged violations of Article VIII, Section 1 and Article IV, Section 9 of the 2009 - 2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant received a written reprimand and notice of a schedule change on May 11, 2011. Based on this situation, the parties agree to the following:

1. The written reprimend will be removed from the Grievant's file and the schedule change notice is rescinded.

2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

3. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

 The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any

grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:	FOR THE UNION:
Facely J. Aleele.  August 30, 2011	AHL 8/30/11
Beverly Abels (Date) Program Delivery Services Division Department of Administrative Services	Rick Eilander (Date) Staff Representative AFSCME Council 61
Department on Aging (Date)	Kim Welver (Date)
Dollar anous our sand	Grievant

11-0470

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

#### GRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department on Aging, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of grievance filed by Kim Weaver, hereinafter Grievant, AFSCME No. 113462/IDAS No. 11-0470 that alleged violations of Article XI, Section 11, *Performance Evaluation*, of the 2009 - 2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant received a performance evaluation on May 10, 2011. Based on this situation, the parties agree to the following:

1. The grievant will receive a new performance evaluation in October, 2011.

2. If the performance review rating is at least "meets expectations", the May, 2011 review will be removed from the grievant's official personnel file.

3. If the evaluation rating is "does not meet expectations", both reviews will remain in the file and both parties reserve the right to refer to the May, 2011 evaluation in any grievance procedure relating to the October, 2011 evaluation if desired.

4. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

5. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

6. The terms of this Agreement are considered by the parties to perfain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any

grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:			FOR THE UNION:	
Temply d.	Dale.			
Beverly Abels Program Delivery Servi Department of Adminis			Rick Eilander Staff Representative AFSCME Council 61	(Date)
Jeanne Yord	October 20, 2011	,		
Department on Aging	(Date)		Kim Weaver Grievant	(Date)



## AFSCME COUNCIL 61 GRIEVANCE FORM

AFSCIVIE LOCAL 30/2
CONTRACT
2009 - 2011 MASTER
COMMINE STUMPEDA A A A A A

Abordism federation of State, County and Municipal Employees	म् व्यवस्थाः स्राह्मा साम्बाह्यः साम्बाह्यः साम्बाह्यः साम्बाह्यः साम्बाह्यः साम्बाह्यः साम्बाह्यः साम्बाह्यः स		122238
NAME OF EMPLOYEE (GRIEVANT) J. O'HARLE GROUP C. WATT C. LIVER!	SOO. SEC. NO. (processing delayed if not fill	lad in)	CLASSIFICATION
HOME ADDRESS	CITY, STATE, & ZIP	No.	HOME PHONE NUMBER
WOHKLOCATION 4444 St QUE NE Ste	. 436 CEPAR RAPI	05 1A	IMMEDIATE SUPERVISOR CARTER ESALDIVIN
STATEMENT OF GRIEVANCE	IND Region 10 SBIEL 11-0472	CONTRACT VIOLATIO	N SECTION 5 These
STATE THE ISSUE INVOLVED AND THE DATE THE INCID		· · · · · · · · · · · · · · · · · · ·	· ·
ON APRIL 28, 2011 (2	:39 pm) a Reques	t was ma	de to MR BADWIN
TO establish months	y LARGE / MANAGE	ment mee	Eings with
CEDAR RAPIDS LOWA O	WORKS Leaver SHIP	- RPAURST	DEDIED, SEE ATTACKED
ADJUSTMENT REQUIRED:			•
MAKE GRICIARES	WHOLE ON ALL MY	477-625	A de la constant de l
FOLCOW THE COLLEGE	TOO BARBAINING A	GPEENMAY.	ann establish
Montey monthly LABO.	los		LL CEDAR TOMPIOS
EMPLOYED (GRIEVANT) SIGNATURE Exptional) (2)	DATE . UNION STEWARD'S SIGNAT		STEWARDS SOF 100 formaning delayed if not fill
(STEWARD) HOMI: ADDRESS	CITY STATE 2.7/P		(STEWARD) HOME PHONE MUMBER
IST STEP MANAGEM	ENT DEPRESENTATIVE'S SIGNATURE	DATE RECEIVED 5/16/20	DATE ANSWERED  11 5/31/2011
DISPOSITION OF GRIEVANCE  Bricugnee denied =	INO management	, , , , , , , , , , , , , , , , , , , ,	0 1
Appendix Tof the AF	PA	il v	civide labor/manage
Meetings.		V	V
1		Con To	$\times$
2nd STEP MANAGEM	ENT REPRESENTATIVE'S SIGNATURE	DAITE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE THE PA	Alies agree to	n follon	vtno
Contrac	+ lannue -	Mticle	XI. &ctim15.
	0 0		MEMORINA OF CHEST FOR STORES OF CHEST CHES
Brd STEP MANAGEM	ENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE		Wile and transplant and transplant	
The state of the s		in the Person of the Section of the	

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and Department of Corrections - Newton Correctional Facility, hercinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Christine Huffaker, hercinafter Grievunt, AFSCME No. 96448/DAS-HRE No. 11-0483, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) and all that apply of the 2009-2001 I Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was terminated on June 9, 2011. As a result of the termination the parties have agreed to the following:

- 1. The State will rescind the termination and this settlement agreement will serve as a voluntary resignation effective June 9, 2011. All reference and materials associated with the Grievant's termination will be removed from her personnel file.
- 2. The Grievant's personnel file will be scaled and the only information given to prospective employers will be the date of hire, date of resignation, salary at the time of the resignation, and classification.
- 3. The Grievant agrees she will not apply for or accept any positions in the future with the Iowa Department of Corrections.
- 4. In consideration of the foregoing, the Union will withdraw the above grievance.
- 5. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 6. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as procedent in any grievances, arbitrations, litigation, or other proceedings in the future.

FOR THE STATE

07-12-11

Suzanne L. Brott Date

Labor Relations Specialist

Daganne X Art

DAS-HRE

FOR THE UNION

Staff Representative

Date

**AFSCME** 

Steve Squires Date Personnel Director Newton Correctional Facility

Christine Huffaker Grievant

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and Department of Corrections - Newton Correctional Facility, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Jimmy Edwards, hereinafter Grievant, AFSCME No. 96447/DAS-HRE No.11-0486, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) and all other applicable articles and sections of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was terminated on June 9, 2011. As a result of the termination the parties have agreed to the following:

- The State will rescind the termination and this settlement agreement will serve as
  a voluntary resignation effective June 9, 2011. All reference and materials
  associated with the Grievant's termination will be removed from his personnel
  file.
- The Grievant agrees he will not apply for or accept any positions in the future with the lown Department of Corrections.
- 3. In consideration of the foregoing, the Union will withdraw the above grievance.
- 4. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitrations, litigation, or other proceedings in the future.

FOR THE STATE

08-27-08

Suzanne L. Brott Date Labor Relations Specialist

Singers of prof

DAS-HRE

Adam Swihart

FOR THE UNION

Date

Staff Representative

AFSCME

Steve Squires Date
Personnel Director
Newton Correctional Facility

Innmy Edwards Gricvant

#### STATE OF IOWA

#### AND

#### AFSCMEJIOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

The State of lowa, Department of Administrative Services, Human Resource Enterprise and the Department of Corrections- Iowa Medical and Classification Center (DOC-IMCC), hereinafter State, and the American Federation of State, County and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Marty Martinson, hereinafter Grievant, AFSCME No. 100492/IDAS No. 14:00 3 that alleges violations of Article IV, Section 9 (Discipline and Discharge) of the 2009-11 Collective Bargaining Agreement between the parties.

This agreement constitutes a full and final resolution of the issues that arose out of the Grievant's termination from employment on July 13, 2010. Based on this situation, the parties agree to the following:

- 1. The Parties agree that the State will rescind the termination of the Grievant's employment. The termination letter shall be removed from the Grievant's personnel file and replaced with this settlement agreement as well as a notice of discipline suspending the Grievant for a period of thirty (30) days. The Parties agree that this action adequately places the Grievant on notice that there will be no tolerance for future instances of a substantially similar nature.
- 2. The Grievant shall return to his previous employment as a Correctional Officer at IMCC as soon as practicable following execution of this Agreement. He will be returned to the same schedule (same hours of work and days off). The Parties agree that the Grievant is removed from the IMCC CERT team and will not be permitted to work on or transfer to any position on the east or west sides of the Institution (ie: no units which house patients as opposed to offenders). The Grievant shall not receive any back pay or benefits; however his accrued sick leave balance as of the date of the termination shall be restored.

- 3. The Parties agree that this settlement resolves all issues arising from the facts alleged in this grievance. No promises for other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

Dated this 14 Day of November, 2010.

FOR THE STATE:

Karen Klenast

John Baldwin

Director

Program Delivery Services Div.

Department of Admin. Services

Iowa Department of Corrections

Date

FOR THE UNION:

Earlene Anderson

Staff Representative

AFSCME Council 61

Marty Martinson

Grievant

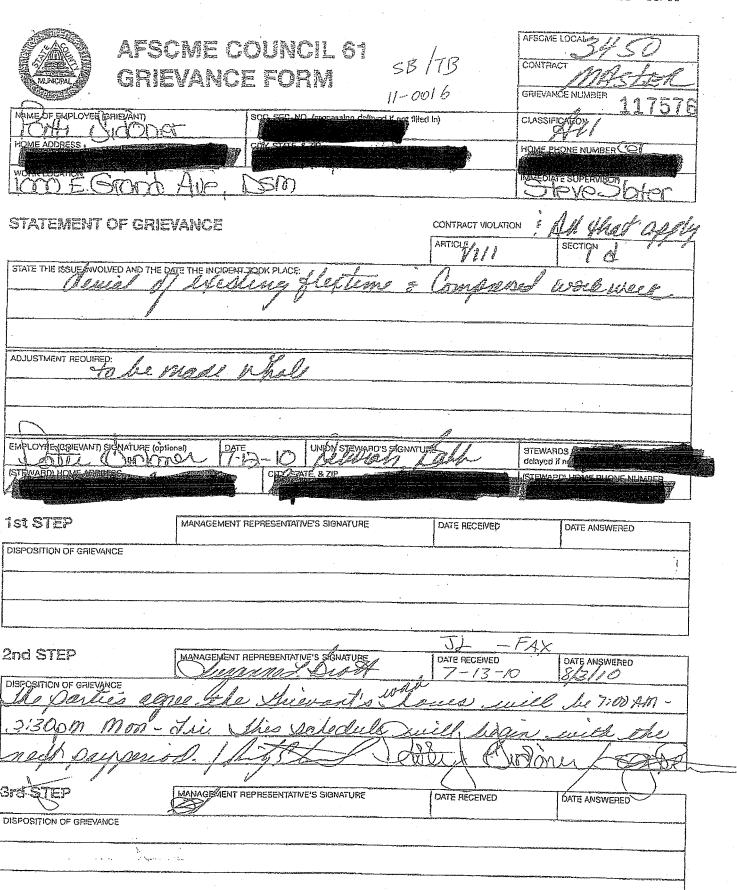
Martinson Settlement Agreement

nderson 11-16-10

week & rece 9-23-10 1/5CME 7-03-10

### This Agreement pertains to:

11-0015	07/23/10	Chamberlain, Dawn
11-0017	07/23/11	Sidoner, Patti
11-0019	07/23/10	Foster, Kathleen
11-0021	07/23/10	Miller, Darius
11-0023	07/23/10	Runner, Gladys
11-0025	07/23/10	Babb, Deborah
11-0027	07/23/10	Stewart, Patricia



		ί.		11-0026	7 · · · · · · · · · · · · · · · · · · ·
- Fu		ANCE FORM	TO COM	AFSCM	ELOCAL 3/57)
	AFSCA	re council 6	tugaren	2 CONTR	ACT MARIE
	CRIFU	ance form	"INED	GRIEVA	NCE NUMBER
MUNICIPAL ?	6 3Q10	, and the same of	•	GALLA	<u>  11/58</u>
ME OF EMPLOYEE (	The same of the sa	SOC, SEC, NO, (processing of	delayed if not filled in)	CLASS	FICATION
DIVIE ADDRESS	Trace 1877	CHY, STATE, & ZIP		HOME	PHONE NUMBER
			Total Silverianis,	WINED	IATE SUPERVISOR
ARLOCATION A	Workfor	hango/ sart 37	1000 EAS-	Corrected St	The Sharte
			. (	CONTRACT VIOLATION	Ill that and
TATEMENT	OF GRIEVA	NUE	[-	ARTICLE/	SECTION
					1 G
TATE THE ISSUE INVO	ILVED AND THE DATE	THE INCIDENTAGE PLANS	Eline	>	
	V				
DJUSTMENT, REQUIR	och.				
DJUSTMENT, HEQUIH	on Me	ed whole			
				A	
WPLOYEE (GRIEVAN	D SIGNATURE (option	TIZIO UNIONST	EWARD'S SIGNATURE	STE' dela	WARDS SOC. SEC
STEWARDI HOMEAD	DRESS A	1/12/10 /1/2			WARD) HOME PHONE NUMBER
	and the second				
eten	·	MANAGEMENT REPRESENTATIVE'S SIGNA	TURE	DATE RECEIVED	DATE ANSWERED
st STEP			1 /1	E	
DISPOSITION OF GRID	EVANCE e <u>taneur</u>	- Plan Schedenk	settled	at 73330pm	1 fill Aug. 27
1	130-lovens	Low well work wi	Hi manage	nout on mount	ng office times
There !	130 0000	1 1 1 1 1	1. 11		- AR
		1011 realles	- All Control of the		
and STEP		MANAGEMENT REPRESENTATIVE'S SIGNA	ATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GR	IEVANCE				
DISPOSITION OF GIV	LVATOL		<u></u>	,	
3rd STEP	·	MANAGEMENT REPRESENTATIVE'S SIGN	ATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GF	RIEVANCE				
DISCOSITION OF GE	***				



NAME OF EMPLOYEE (PBIEVANT) / 1-2

## AFSCNE COUNCIL 61 GREVANCE FORM

INC. OT TOO	AFSCME LOCAL  Z 985  CONTRACT  MQST  GRIEVANCE NUMBER
SOC. SEC. NO. (processing delayed if not filled in)	CLASSIFICATION COPICY
CITY, STATE 2.7IP	HOME PHONE NUMBER

LACH DUCHLON			time of constant
HOME ADDRESS	CITY, STATE & ZIP	HOME	PHONE NUMBER
WORK ECCATION		יוספועונעון	ATE SUPERVISOR
TMCC		$\mathcal{R}_{v}$	ss Ort
1/11		1.08	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	±	CONTRACT VIOLATION	•
STATEMENT OF GRIEVANCE			JUSECTION
		The state of	ASECTIONALI that groly
		1910 ET 0,000	1 4004
STATE THE ISSUE INVOLVED AND THE DATE THE INCID	ENT TOOK PLACE:	11.	1 2 2 2 1
Office Buchler was denie	i) the use of FM	it and has paired	swar on file.
		1 1	
Officer Buller was forced	to take a day Wit	nout pay and th	in Gilma a
	•	,	•
coaching for it.			
ADJUSTMENT REQUIRED:	•	) ;	
Pay all lost wayer and	benisits. Make Gr	evant Whole,	1
Tay O. 11 1957 Way 255 W	Decitions: Table	<u> </u>	
		•	
		<del></del>	
10.17	LINGS CTEWARDS DIGGIS	THE STEWA	PDS SOC SEC NO (processing de-
EMPLOYEE (GRIEVANT) SIGNATURE (optional)	-5-10 UNION STEWARD'S SIGNA	layed if	RDS SOC. SEC. ND. (processing denot filled in)
	Y Comments		
(STEWARD) HOME ADDRESS	CITY, STATE & ZIP	(S:EWA	ARD) HOME PROME NUMBER
		Land CONTROL CONTROL CONTROL	400.000
The state of the s			
MANAGEMENT	REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
isi STEP	la Lineau eror	7-5-2010	8/2/10
DISPOSITION OF GRIEVANCE:		•	0'.0
to on the day	James. Speaker	my To Thise	Torrell
Marine No Digothi Marine	A CONTRACTOR OF THE PARTY OF TH	. J i	
1 / A A A A A A A A A A A A A A A A A A	to scholule		1-24:
tall lone will fee 40	se sereme	- Other	- F-1 2123
	1)	·	
Coso et hermant 1 9 24	40		
pane			
2nd STEP MANAGEMENT	REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE	to M		AD = 0
Varion to 125	Ten Monument	desce to De	ICK IK
	ATA nd		\$
	V Va Knemm	ro Konn bre	$\lambda \cap \mathcal{U} = 1$
1 Work from 1		/ /	19A18 =
C 1/17	alida PA	9/11/10	1 July
11 21 12	7/16/10	11:0/10	
	• F		1/ 1-/ 10
•			

3rd STEP

MANAGEMENT REPRESENTATIVE'S SIGNATURE

DATE RECEIVED

DATE ANSWERED

DISPOSITION OF GRIEVANCE:

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

## SETTLEMENT AGREEMENT AND FINAL WARNING

The State of Iowa, Department of Administrative Services - Human Resources Enterprise, and the Department of Human Services - Glenwood Resource Center, hereinafter State and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter Into the following Agreement in full and final resolution of the grievance filed by Karen Schoening, hereinafter Grievant, AFSCME No. 99635/DASTHRE No. 19-9036, that alleges a violation of Article IV, Section 9 Discipline and Discharge of the 2009-2011 collective bargaining agreement (CBA) between the parties.

This settlement arose out of a situation in which the Grievant was terminated on July 23, 2010. As a result of this action the parties have agreed to the following:

1. The termination is reduced to a suspension without pay from the date of the termination until the grievant is reinstated. The Grievant will be returned with no back pay or benefits.

Pending the satisfactory completion of the required background checks (criminal history and abuse), the Grievant will be returned to work at the Glenwood Resource Center.

The State will then remove this termination from the Grievant's personnel file.

The Grievant will be reinstated to a position in the classification of Food Service Worker. The State will pay the Grievant at the rate she was earning at the time of the termination. Vacation accrual rates will begin the date the Grievant is returned to work at the rate she was earning as of July 23, 2010. The Grievant's sick leave bank will be restored. The Grievant's seniority date will remain as It was on July 23, 2010.

msideration of the foregoing, the Union will withdraw the above grievance:

This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Orlevant's claim in this grievance.

The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE

08/10/2010

Beverly J. Abels Date Lebor Relations Specialist

DAS-HRE

Glenwood Resource Center

FOR THE UNION

Raela Balrd-Rightsell Staff Representative

AFSCMĚ Iowa Council 61

Karen Schoening

Grievant

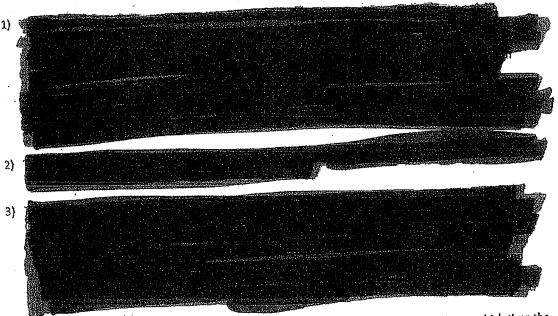
11-0071

### STATE OF IOWA & STATE POLICE OFFICERS COUNCIL

## RETURN TO WORK AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, hereinafter the State, and the State Police Officers Council (SPOC), hereinafter the Union, and Curtis Seddon, hereinafter the Grievant, enter into the following Last Chance and Return to Work Agreement in full and final resolution of the grievance (IDAS No. 13-0074), that alleged a violation of the 2009-2011 Collective Bargaining Agreement between the parties:

The parties have agreed to the following:



4) The Return to Work provisions of this Agreement shall be effective on April 15, 2011, at which time the Employee will be returned to the payroll in a Fire inspector 2 position with the State Fire Marshal Division. The termination letter dated August 5, 2010, will be rescinded and replaced with this Agreement which will constitute a thirty (30) day unpaid suspension. The Grievant will return to the workplace

The Grievant will be in an approved leave without pay status until he is released to return

to work.

5) The Grievant's original seniority date will be restored. The period following the Grievant's thirty (30) day unpaid suspension through April 14, 2011, will be considered approved leave without pay. For

purposes of determining retirement and disability benefits, in accordance with lowa Code 97A.4, the Grievant shall not receive any credit for service for the period during which the Grievant was absent without pay.

- 6) Upon return to work, the Grievant will have restored the amount of sick leave he had on the books at the time of termination, and the vacation balance will be zero. The Grievant will earn vacation and sick leave at the same accrual rates as were in effect at the time of termination.
- 7) In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 8) This Agreement is a good faith settlement of all issues arising from the employment situation described herein. The Grievant and the Union acknowledge that this Agreement covers all injuries and damages, whether known or not, and which may hereafter appear to develop, arising from the facts associated with this employment situation.
- 9) This Agreement shall not set precedent in any pending or future dispute between the parties and shall not be admissible as evidence in any grievance, arbitration, litigation, or other proceedings in the future between the parties except for matters pertaining to the employment or termination of the Grievant.

FOR THE STATE:

Andrea Macy

**Labor Relations Specialist** 

Department of Administrative Services

Human Resources Enterprise

Larry Noble

Commissioner

Department of Public Safety

FOR THE UNION AND GRIEVANT:

Susanna Brown

**Executive Director** 

State Police Officers Council

Curtis Seddon

Grievant

Date

#### STATE OF IOWA AND AFSCME/IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of iowa, Department of Administrative Services-Human Resources Enterprise; Department of Transportation — Highway Division — Marshalltown Construction Office, hereinafter state, and the American Federation of State, County and Municipal Employees lows Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Robert Kerwood, hereinafter Grievant, AFSCME NO. 108502/pASTIG. 11 0130 that alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011Collective Bargaining agreement between the parties.

This settlement arose out of a situation in which the Grievant was terminated on October 15, 2010. As a result of this action the parties have agreed to the following:

- The State agrees to rescind the termination in the Grievant's personnel file and replace it with a
  voluntary letter of resignation from the Grievant effective the date of the termination.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 3. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation, or other proceedings in the future.

FOR THE UNION FOR THE STATE Suzanni L'hr 24 11-16-10 Adam Swihark Suzanne L. Brott Date Staff Representative Labor Relations Specialist AFŞCME/lowa Council 61 DAS-HRE Robert Kerwood Linda Anderson Grlevant **Employee Relations Specialist** Dept. of Transportation

Wes Musgrove Date
District 1 Construction Engineer
Dept, of Transportation

#### STATE OF IOWA AND AFSCHE IOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Servicés, Human Resources Enterprise (DAS-HRE). and General Services Enterprise (DAS-GSE), hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Raymond Woodrich, hereinafter the Grievant, AFSCME No. 100637/IDAS No. 11-0039, that alleged a violation of Article VII. Section 5 (Definition of Permanent Vacancy) of the 2009-2011 Collective Bargaining Agreement (CBA) between the parties.

This Settlement arose cut of a situation in which the State notified the Grievant on July 15, 2010, that he was being reassigned from first to second shift effective July 30, 2010.

The parties have agreed to the following:

FOR THE STATE:

Chief Operating Officer

DAS-GSE

- 1. The letter dated July 15, 2010, notifying the Grievant of his reassignment from first to second shift will be rescinded upon execution of this Agreement.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone, The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this Agreement are considered by the parties to pertain only to the spedio facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precadent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE UNION: Andrea Macy Grag Lewis Labor Relations Specialist Staff Representative DAS-HRE AFSCME-lowa Council 61 Oct. 18, 2010 Patricia iller Raymond Woodrich

Grievant



## AFOCKE COUNCES COLUMN FORM

	, <u>45, 455, 15, 45, 15, 15, 15, 15, 15, 15, 15, 15, 15, 1</u>	11-0040	GRIEVANCE NUMBER
NAME OF EMPLOYEE (GRIEVANT)  NIKE GUINN	SOC. SEC. NO. (precessing de	leved ji not filled in)	CLASSIFICATION
HOME ADDRESS	CITY, STATE & ZIP		HOME PHONE NUMBER
WORK LOCATION  AD1 FR CYCLE	4 WRC	and the substitution of th	IMMEDIATE SUPERVISOR GLORIA CONRAD RE
STATEMENT OF GRIEVA		CONTRACT VIOLA	TION
		ARTICLE	SECTION
STATE THE ISSUE INVOLVED AND THE DATE TO ON TULY 20, 2010		s Suspende	d-Arone(1)
Workday for L	- 7 4		2
Sallon 9 and any o		THEM THE	
ADJUSTMENT REQUIRED:	ployee vihile		
, very	ays Pay	1507	
A TONGOLOGICA	47 147		,
EMPLOYEE (GRIEVANT) SIGNATURE (sphional)	DATE UNION STEWARD Keber A	S SIGNATURE	STEWARDS SOC. SEC. NO. (processing de- layed
(STEWARD) HOW ADDRESS	CITY, STATE & ZIP	K K Ban	(STEWARD) HOME PHONE NUMBER
1st STEP MANAG	EMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE:			
		· · · · · · · · · · · · · · · · · · ·	
· · · · · · · · · · · · · · · · · · ·			
		<del></del>	
MANAGE	CASHE PERDECATE THE RELEASE OF THE PERSON OF	· · · 5L · -	FAX
zag siep	MENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE:	<i>a</i>	,	
محتر ا	10		
John Ma			
M Elys			
and STEP ) MANAGE	MENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE:	Janne Dut	11/4/10	/
The parties amea Gr	hat due to some n	ninchrimeene	time this one

emand and the Guevant will be rembered mode MANAGEMENT'S COPY (Traveling Copy)

time of the suspension.

### STATE OF IOWA AND AFSOME IOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Corrections, Iowa Correctional Institution for Women, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Craig Biggs, hereinafter Grievant, AFSCME No. 105215/IDAS No. 11-0041, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) and Article XI, Section 1 (Work Rules) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant was issued a three (3) day suspension on July 22, 2010 (with the suspension served on August 3 through August 5, 2010).

The parties have agreed to the following:

- 1. The three (3) day suspension will be reduced to a one (1) day suspension upon execution of this Settlement Agreement, and the Grievant will be reimbursed two (2) days of back pay and accruals at the rate the Grievant was earning at the time the suspension was served.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:		FOR THE UNION:	
Andrea Macy Labor Relations Specialist Department of Administrat Human Resources Enterpr	ive Services	Adam Swihart Staff Representative AFSCME Iowa Council 61	/) - J 9 - (e) Date
Paruschty_	11/30/2010		
Patti Wachtendorf Warden Iowa Correctional Institutio	Date on for Women	Cralg Biggs Grievant	Date



### AFSCNE COUNCIL 61 GRIEVANCE FORM

master

GRIEVANCE NUMBER

CLASSIFICATION

NEWE OF EMPLOYEE (GRIEVANT)	SOC. SEC. NO. (	processing delayed if not fille	ed in)	CLASSIFICATION	TechII
HOME ADDRESS A	CITY STATE 2			HOWE BROME IN	out the second second
WORK EDUATION			<u> </u>	BAMEDIATE SUPER	RVISOR
WORK EDGATION IVH		The second secon	Targe purchase		reem2,
		• .	CONTROL OF MALATICA		
STATEMENT OF GRIEV	ance		CONTRACT VIOLATION		in i è
Proceedings of the Control of the Co			ARTICLE JU	90	n any others
STATE THE ISSUE INVOLVED AND THE DAT	E THE INCIDENT TOOK PLACE:				2.4
employee giv	en I day	suspens,	ion on	7-23-	10
7 7		<u> </u>			
ADJUSTMENT REQUIRED:	emove disci				
Nake	emove disci, whole in a	11 sortor	<u> </u>		
7-14-12	WHOIL IN U	11 1119110	3		· · · · · · · · · · · · · · · · · · ·
		UNION STEWARD'S SIGNAT	7 17 17	I CTOWN SON SON	
EMPLOYER (GRIEVANT) S (GNATURE (SOLIO)	5 13-710	100	esteller.	delayed if not fille	
(STEWARD) HOME ADDRESS	CITY, STATI	E, & ZIP.		(STEWARD) HOM	E PHONE 4
ist step	MANAGEMENT REPRESENTATIVE	E'S SIGNATURE	DATE RECEIVED	DATE	CESSWEAR
DISPOSITION OF GRIEVANCE		- Control of the Cont			
	- Helipy - + Maley	ب ندس بر بر هم مستود کردی و مستمتع پوستوی ک			
	·			······································	
2nd STEP	MATTHEMENT REPRESENTATIVE	E'S SIGNATURE	DATE RECEIVED	AX	ANSWEELD
	TESO IFAL		7-29.	10 9	17/30/1)
DISPOSITION OF GRIEVANCE	stagreement.	The 1- Day	duspensio	nice &	2 hedured
to a ritiller hear	imand. The are	vant will h	ecicle back	pay and	oberlit for
moday. The man	man Dhill ho h	mes drosic	the arrent	to 1:0,9)	north line
Jodan This sittle	ement is not gre	advit !	(1.50)		
SELSTEP .	MANAGEMENT REPRESENTATIVE	E'S SIGNATURE	DATE PECEIVED	DATE	ANSWERED
DISPOSITION OF GRIEVANCE	/// 20/2	71/0/19	7 / Mm		
	The May 15	A N.A.	Mario	ZI DAI	J-1-9-1-1
	1 box 1 h	Charle Charles	1-9/1-	EX 1187	revail 1:11
		1.155	1 2		

MANAGEMENT'S COPY (Traveling Copy)



### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Corrections, Iowa State Penitentiary, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Brad Hocker, hereinafter the Grievant, AFSCME No. 100554/IDAS No. 11-0044, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant was removed from the payroll effective July 23, 2010,

The parties have agreed to the following:

- 1. Upon execution of this Settlement Agreement, the letter removing the Grievant from the payroll will be rescinded and replaced with this Agreement which will constitute a letter of resignation effective July 23, 2010.
- 2. The Grievant agrees to no future application to or employment with the Department of Corrections.
- 3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 4. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 5. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:	FOR THE UNION.	
Andrea Macy Date Labor Relations Specialist Department of Administrative Services Human Resources Enterprise	Otto Groenewald Staff Representative AFSCME Iowa Council 61	/ <i>11-23-10</i> Date
William Sperislage Deputy Warden Iowa State Penitentiary	Brad Hocker Grievant	Date



### AFSCHE COUNCIL 61 GRIEVANCE FORM

KK/EV 11-CO45 GRIEVANCE NUMBER

CLASSIPICATION

COLASSIPICATION

COLOSSIPICATION

COLASSIPICATION

COLASS

		SOC. SEC. NO. (processing	(al bellit ion ii havalah	CLA	SSIPICATION	() . (
ME OF EMPLOYEE (GRIEVANT) GEVIN S WILSU	.ત. ક	SOC. SEC. NO. (pipessing		Co	in whom	05411
ME ADORESS		CITY, STATE & ZIP		HOM AND AND AND AND AND AND AND AND AND AND	AE PHONE NUMBER	
			· · · · · · · · · · · · · · · · · · ·		EDINTE SUPERVISO	DR . (
AN EOCATION MCC				<u>  cl</u>	ed William	LI DA CIM
		,	СОИЗ	RACT VIOLATION		
TATEMENT OF GE	HEVANUE		ARTIC	OLE IV	SECTION 9	AND GII
		,	Ar U a)	1. 6/L. 5 4 L. 4. 0	rply others. th	<u>. 4 413,414                              </u>
ATE THE ISSUE INVOLVED AND TH	IE DATE THE INCIDE	ENT TOOK PLACE	Her rocia	1971		F_
JA 7.18.10 Wr.	Everi very		1. 1.1.	E'A / A		
has dates in que	ston show	11 have been	1.1401 05	<u> РИСЛ</u>		
Ų						
DUSTMENT REQUIRED:		, , , , , , , , , , , , , , , , , , ,	5 . /.	الحاد و و و و	1.116.14	
Sum all related	d. Kipling	bron all file.	Mak	91.81/507	- 6.7/M - 8.20	
	(	UNIONISTEWA	ARD'S SIGNATURE	STI	EWARDS SOC. SEC. led if not filled in)	NO. (processing di
MPLOYEE (GRIEVANT) SIGNATURE (	ן וימונטוועם]	8.10 (h.yh	672.		EWARD) HOME	
TEWARD) HOME ADDRESS		CITY, STATE & ZIP	er en		perference services	
		- American Marie				
	11	TAMES CICHAT	DA.	TE HECEWED	DATE ANSV	VERED
st STEP	MANAGEMENT	REPRESENTATIVE'S SIGNAT		TE HECEIVED		
ISPOSITION OF GRIEVANCE:		18271 1 137				
					<u>,</u>	h . 2
				TÉ RECEIVED	/ IDATE ANSV	10a 3 WERED
2nd STEP	MANAGEMENT	REPRESENTATIVE'S SIGNAT	TORE OA	第 7/3//	m 3/10	111
DISPOSITION OF GRIEVANCE:	<u>Niger</u>					·
the State cones	11 18 Black	ine the	willer	r repress	rand In	<u> and COS (2</u>
	2000 1000				p p	, ,
11: A	1 1100	- Macodes &	" setten	a. The	Musik	<u></u>
this settlement	is NON-	- Mecodend	setten	g. The	Marc	<u></u>
this settlement withdraws &	is non-	- Drees dent	yetten n. Ge	g. The	ma p	locett
this settlement withdraws I	is non- the que	- Drecodend vance den	netten m. The	g. The guera	ince of	lo cest
this settlement withdraws i	is non-	PEPRESENTATIVE'S SIGNA	TURE D	ATE RECEIVED	DATE ANS	LO COLLA
this settlement withdraws I	is non-	PEPRESENTATIVE'S SIGNA	TURE D	ATE RECEIVED	DATE ANS	LO COLLO
this settlement withdraws I	is non-	PEPRESENTATIVE'S SIGNA	TURE D	ATE RECSIVED	DATE ANS	LOCALI SWERED

### STATE OF IONA AND AFSCRIE IDWA COUNCIL 61

### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise, and Department of Corrections, Nr. Pleasant Correctional Facility, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Kim Thomburg, herehafter Grievant, AFSCME No. 113781/DAS-HRE No. 11-0047, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose cut of a situation in which the Grievant was given a five (5) day suspension without pay on July 28, 2010, with the suspension served on July 23, and July 26 through July 29, 2010.

The parties have agreed to the following:

- 1. The five (5) day suspension without pay will be reduced to a one (1) day suspension without pay, and the Grievant will be reimbursed for four (4) days of back pay and accruals at the same rate she was earning at the time of the suspension, upon execution of this Agreement.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 3. This agreement is a good faith settlement of all issues arising from the facis alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or

cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future. FOR THE UNION FOR THE STATE rolan 12/2 Steve Slegel Stephanie L. Reynolds Staff Representative Labor Relations Specialist AFSCME lowe Council 61 DAS-HRE Date Kim Thomburg Ron Mullen Grievant Superintendent Mt. Pleasant Correctional Facility

MPCF Personnel 1/12/11

WESCHIE JOMS COTINCIT &

### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Human Resources, Child Support Recovery Unit, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Julie Davis, hereinafter the Grievant, AFSCME No. 111275/IDAS No. 11-0051, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a one (1) day suspension on July 30, 2010 (with the suspension served on August 2, 2010).

The parties have agreed to the following:

- The one (1) day suspension will be reduced to a written reprimand, and the Grievant will be reimbursed one (1) day of back pay and accruals at the rate she was earning at the time the discipline was issued, upon execution of this Agreement.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 3. This Agreement is a good falth settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:

FOR THE UNION:

Andrea Macy

Labor Relations Specialist

Department of Administrative Services

Human Resources Enterprise

Dream

Greg Lewis

Dafe

Staff Representative

AFSCME Iowa Council 61

Vern Armstrong

Date

L

Division Administrator

Department of Human Services

Julie Davis Grievant

PECEIVET

NOV 1 7 2010

IA DEPT. OF ADMINISTRATIVE SERVICES

NOV 0:2 2010

### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

### SETTLEMENT AGRÉEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Human Resources, Child Support Recovery Unit, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Brenda Peterson, hereinafter the Grievant, AFSCME No. 113440/IDAS No. 11-0057, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a one (1) day suspension on July 30, 2010 (with the suspension served on August 2, 2010).

The parties have agreed to the following:

- 1. The one (1) day suspension will be reduced to a written reprimand, and the Grievant will be reimbursed one (1) day of back pay and accruals at the rate she was earning at the time the discipline was issued, upon execution of this Agreement.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance. 3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the
- grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE UNION: FOR THE STATE! Greg Lewis Andrea Macy Staff Representative Labor Relations Specialist AFSCME Iowa Council 61 Department of Administrative Services Human Resources Enterprise

Vern Armstrong

Division Administrator Department of Human Services

Grievant

4 2010 NOV

IA DEPT. OF ADMINISTRATIVE SERVICES

### STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and Department of Corrections – Newton Correctional Facility, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Jeff Barker, hereinafter Orievant, AFSCME No. 100938/DAS-HRE No. 11-0059, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) and all that apply of the 2009-20011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a one (1) day suspension without pay on August 3, 2010 which was served on August 4, 2010. As a result of the termination the parties have agreed to the following:

- 1. The State will reduce the one (1) day suspension without pay to a written reprimand on December 23, 2010 if there have been no further violations of like nature. The Grievant will not be reimbursed the one day's pay or any missed accruals.
- 2. In consideration of the foregoing, the Union will withdraw the above grievance.
- 3. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.
- 4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitrations, litigation, or other proceedings in the future.

FOR THE STATE

Daganes of first

11-03-10

Suzanne L. Brott Date Labor Relations Specialist

DAS-HRE

Steve Squires Date
Personnel Director
Newton Correctional Facility

FOR THE UNION

Atlan Sylladit Date

Staff Representative

AFSCME

Jeff Barker Date

Grievant

### STATE OF IOWA AND AFSCRIE IOWA COUNCIL 61

### GRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department of Human Services-Glenwood Resource Center, hereinafter State, and the American Federation of State. County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Ryan Woods, hereinafter Grievant, AFSCIME No. 99637/IDAS No. 11-0062 that alleged a violation of Article IV, Section 9 "Discipline and Discharge" of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was given a three day suspension on August 6, 2010 Based on this situation, the parties agree to the following:

1. The suspension will be reduced to a one day suspension and the grievant will receive back pay and benefits for two days.

2. If at any time prior to August 6, 2011, the grievant , the grievant will receive a five day suspension. The parties agree this discipline will not be subject to the grievance procedure.

3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

4. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

5.. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:

Bushy J. Dele.

January 18,, 2011

Beverly Abels (Date) Program Delivery Services Division

Department of Administrative Services

Glenwood Resource Center

FOR THE UNION:

Matthew Butler

Staff Representative

AFSCME Council 61



### afscwe council 61 GRIEVANCE FORM

AFSOME LOCAL CONTRACT

GRIEVANCE NUMBER

NAME OF EMPLOYEE IGRIE	Alesch
HOME ADDRESS	

CITY, STATE & ZIP

CONTRACT VIOLATION in ARTICLE

STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE:

SOC, SEC, NO. (processing delayed if not tilled in)

EMPLOYÉZ (GRIEVANT) SIGNATUR	E (optional)
ISTEWARD) HOME ADDRESS	

STEWARDS SOC. SEC. NO. (processing de layed if not filled in)

STEWARD) HOME

1st STEP

MANAGEMENT REPRESENTATIVE'S SIGNATURE

DATE RECEIVED

DATE ANSWERED

DISPOSITION OF GRIEVANCE:

AUG 1 9 2010

ADMINISTRATIVE SERVICES

DATE ANSWERED

X 2nd STEP

DATE RECEIVED

DISPOSITION OF GRIEVANCE:

MANAGEMENT REPRESENTATIVE'S SIGNATURE

DATE RECEIVED

DATE ANSWERED

11-0000

# STATE OF IOWA AND AFSCME IOWA COUNCIL 61 GRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise and Department of Human Services-Glenwood Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by David Woods, hereinafter Grievant, AFSCME No. 99570/IDAS No. 11-0066 that alleged a violation of Article IV, Section 9 "Discipline and Discharge" of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was given a three day suspension on August 17, 2010. Based on this situation, the parties agree to the following:

1. The suspension will be reduced to two day suspension and the grievant will receive back pay and benefits for one day.

2. The grievant's file/ work record will be reviewed again on or about February 17, 2011. If the grievant has not again violated the rules/policies referenced in the suspension letter in the interim, the discipline will be further reduced to a one day suspension and the grievant will receive back pay and benefits for one additional day,

3. The grievant's file/work record will again be reviewed on or about August 17, 2011. If the grievant has not again violated the work rules referenced in the original suspension letter in the interim, the suspension will be reduced to a written reprimand and the grievant will receive back pay and benefits for one additional day. The written reprimand will remain in the grievant's file until August 17, 2012.

4.

5. In consideration of the foregoing, the Union will withdraw the above referenced grievance.

6. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

7. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE:	FOR THE UNION:	
September 14,2010	MMINED	
Beverly Abels (Date) Program Delivery Services Division Department of Administrative Services	Matthew Butler (Date) Staff Representative AFSCME Council 61	
Glenwood Resource Center (Date)	David Woods (Date) Grievant	

### STATE OF IOWA AND AFSONE IOWA COUNCIL 61

### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Corrections, Iowa State Penlientiary, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement In full and final resolution of the grievance filed by Roger McPherson, hereinafter the Grievant, AFSCIME No. 100555/IDAS No. 11-0072, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a written reprimand on August 5, 2010.

The parties have agreed to the following:

- The written reprimend will be removed from the Grievant's personnel file upon execution of this Settlement Agreement. The parties will consider the Grievant to have been coached/counseled on August 5, 2010.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 4. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:		FOR THE UNION:	
Andrea Macy Andrea Macy Labor Relations Specialist Department of Administrative S Human Resources Enterprise	Date:	Otto Groenewald Staff Representative AFSCME lowa Council 61	//-24-/ò Date
Willin Springe	11/17/10	BALL	H-2.4-10
William Sperfslage Deputy Warden Iowa State Penitentiary	Date	Roger McPhérson Grievant	Date

AFSOME COUNCIL 61  AFSOME COUNCI	See 02 10 02:015 AESCN	MF Local 2984	Mr.	6417522778	100000
NAME OF EMPLOYEE (GRIEVANT)  TOTS OF DOMALIST  TOTS OF DOMALIST  CLSSIFICATION  CLSSIFICATION  CLSSIFICATION  CLSSIFICATION  CMA  TOTS OF MALE STEPPENSOR  LYMA LACSOM  STATEMENT OF GRIEVANCE  STATEMENT OF GRIEVANCE  STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE  STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE  STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE  ADJUSTMENT REQUIRED.  YE CENT SUSSEMINIUSE (CHIOTE)  PERMEDISTRIGHEVAND SCHAPTURE (CHIOTE)  LYMAN STEWARD'S SIGNATURE  STEWARD'S SOC. SEG, MO, GROSS SEG, MO	Sep of modernib Aroom	The second secon		_	
NAME OF EMPLOYEE (GRIEVANT)  TOTS OF DOMALIST  TOTS OF DOMALIST  CLSSIFICATION  CLSSIFICATION  CLSSIFICATION  CLSSIFICATION  CMA  TOTS OF MALE STEPPENSOR  LYMA LACSOM  STATEMENT OF GRIEVANCE  STATEMENT OF GRIEVANCE  STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE  STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE  STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE  ADJUSTMENT REQUIRED.  YE CENT SUSSEMINIUSE (CHIOTE)  PERMEDISTRIGHEVAND SCHAPTURE (CHIOTE)  LYMAN STEWARD'S SIGNATURE  STEWARD'S SOC. SEG, MO, GROSS SEG, MO	AFSC AFSC	ME COUNCI		7-7-70	2987 ONTRACT
TOPESA BIODMANIST SCRIBERATION OF GRIEVANCE CRYSTATE AZIP  CHYSTATE AZIP  CONTRACT VIOLATION  ARTICLE  GETATEMENT OF GRIEVANCE  CONTRACT VIOLATION  ARTICLE  ARTICLE  SECTION  CHYSTATE AZIP  CONTRACT VIOLATION  ARTICLE  CONTRACT VIOLATION  ART				3	
CONTRACT VIOLATION  FRATERIES WENT OF GRIEVANCE  STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOCK PLACE.  SUSPENSION FOR ONE COLVENSION FOR Whole in QUI  ADJUSTMENT REQUIRED:  YE CENT SUSPENSION FOR WHOLE IN QUI  ADJUSTMENT REQUIRED:  YE CENT SUSPENSION FOR WHOLE IN QUI  ENDLESTING GRIEVANTI SEGNATURE (options)  OFFI TO THE WARD'S SIGNATURE  STEWARDS SOC. SEGNAD JAPANES  STEWARDS HOW STEWARD'S SIGNATURE  STEWARDS HOW IN STEWARD'S SIGNATURE  STEWARD HOME KODESS  ON STATE TILD  STEWARD HOME KODESS  TO STEWARD HOME KODESS  ON STATE TILD  MANAGEMENT REPRESENTATIVE'S SIGNATURE  DATE RECEIVED  DATE ANSWERED	NAME OF EMPLOYEE (GEIEVANT)	SOC SECONOMIC	esseiga delendidad j	<i>'</i>	RTW/CMA
CONTRACT VIOLATION  STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE:  SUSPENSION FOR DOLLAR WHOLE  ADJUSTMENT REQUIRED:  YECEND SUSPENSION TOOK PLACE:  YECEND SUSPENSION TOOK PLACE:  YECEND SUSPENSION TOOK PLACE:  YELLOW SUSPENSION TOOK PLACE:  STEWARDS SICK SECTION SIGNATURE SOFTIONED  JOHN STEWARD'S SIGNATURE  STEWARDS SOC. SEC. NO. JOHN STEWARD'S SIGNATURE  JOHN STEWARDS SIGNATURE  STEWARDS SOC. SEC. NO. JOHN STEWARD'S SIGNATURE  STEWARDS SOC. SEC. NO. JOHN STEWARD'S SIGNATURE  STEWARDS HOME PHONE NUMBER  STEWAR		CITY, STATE, \$ ZIP			VIVICUIATE SUPEAVISUA
STATEMENT OF GRIEVANCE  STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE.  SILS PENSION FOR DATE THE INCIDENT TOOK PLACE.  ADJUSTMENT REQUIRED:  YE CPNO SILS DENSION TOOK DUNG IN QUI  MATTICLE  ARTICLE  SECTION OF SECTION OF COLUMN S		ans Home			-irda Larson
STATE THE ISSUE INVOLVED AND THE DATE THE INCIDENT TOOK PLACE:  SUSPENSION FOR DORE DOWN  ADJUSTMENT REQUIRED:  YE CP. M. SUSPENSION & MAKE WHOLO IN QUI  MATTER  EMPLOYED GRIEVANTO SIENATURE (Options)  DATE  Y. J.	CTATEMENT OF GRIEN	/ANCE		CONTRACT VIOLATION	
ADJUSTMENT REQUIRED:  YE CENT SUSPENSION TOUGO Whole in all  Matters  ENDLY OF GREVAND SIGNATURE (optional)  DATE  J. J	317611111111111111111111111111111111111		; ;	ARTICLE /	SECTION C
ADJUSTMENT REQUIRED:  YE CEND SUSPENSION + MOLE UNDO IN QUI  MATTERS  ENDLY TO GRIEVAND SIGNATURE (OPTIONE)  DATE  LINKON STEWARD'S SIGNATURE  STEWARDS SOC. SEG. NO. 1019-1985  JEDBURGER (OPTIONE)  DATE  CITY STATE - 712  CITY STATE - 712  TO ANALYSIS  STEWARDS HOME FROME NUMBER  S	STATE THE ISSUE INVOLVED AND THE DA	ATE THE INCIDENT TOOK PLACE:		2 1,000 and 10 may 1,500 and 1,500 a	
MATTERS.  ENDLOTE GRIEVANTO SIGNATURE (optional)  DATE  UNHON STEWARD'S SIGNATURE  STEWARDS SOC. SEG. NO. JORGESS  DELOTE GRIEVANTO SIGNATURE  STEWARDS HOME (optional)  CITY STATE 2 TR  STEWARD HOME PHONE NUMBER  STEWARD HOME PHONE NUMBER  1 ST STEP  MANAGEMENT REPRESENTATIVE'S SIGNATURE  DATE RECEIVED  DATE ANSWERED	Suspension	for one a	ay were	gual della sittematic	and the state of t
MATTERS.  ENDLOTE GRIEVANTO SIGNATURE (optional)  DATE  UNHON STEWARD'S SIGNATURE  STEWARDS SOC. SEG. NO. JOHOGOSS  Deloyed if not filled in  STEWARDI HOME (ODDESS  CITY STATE 2 712  STEWARDI HOME PHONE NUMBER  1 STEWARDI HOME PHONE NUMBER  TSTEWARDI HOME PHONE NUMBER  1 STEWARDI HOME PHONE NUMBER  DATE ANSWERED					
MATTERS.  ENDLOTE GRIEVANTO SIGNATURE (optional)  DATE  UNHON STEWARD'S SIGNATURE  STEWARDS SOC. SEG. NO. JORGESS  DELOTE GRIEVANTO SIGNATURE  STEWARDS HOME (optional)  CITY STATE 2 TR  STEWARD HOME PHONE NUMBER  STEWARD HOME PHONE NUMBER  TSTEWARD HOME (optional)  DATE ANSWERED	A Company of the Comp			•	
MATTERS.  ENDLOTE GRIEVANTO SIGNATURE (optional)  DATE  UNHON STEWARD'S SIGNATURE  STEWARDS SOC. SEG. NO. JOHOGOSS  Deloyed if not filled in  STEWARDI HOME (ODDESS  CITY STATE 2 712  STEWARDI HOME PHONE NUMBER  1 STEWARDI HOME PHONE NUMBER  TSTEWARDI HOME PHONE NUMBER  1 STEWARDI HOME PHONE NUMBER  DATE ANSWERED					
EMPLATE (CONTINUE (CONTINUE)  OF 1-10 CONTINUES  (STEWARD) HOME (CONTINUES)  (STEWARD)	AD RICTAGNT REOLIBED	1.		, ,1 /	. 011
EMPLATE (CONTINUE (CONTINUE)  OF 1-10 CONTINUES  (STEWARD) HOME (CONTINUES)  (STEWARD)	ADJUSTMENT REQUIRED:	spension	+ make	whol-	e in all
EMPLATE (CONTINUE (CONTINUE)  OF 1-10 CONTINUES  (STEWARD) HOME (CONTINUES)  (STEWARD)	ADJUSTMENT REQUIRED:	spension	+mak	o whole	e in all
STEWARD! HOME ADDRESS  CITY STATE & ZIR  CITY ST	ADJUSTMENT REQUIRED:  YE CRIND SU  Matters	spension	+ make	whol-	e in all
1st STEP  MANAGEMENT REPRESENTATIVE'S SIGNATURE  DATE RECEIVED  DATE ANSWERED	recend Su matters.	spensim			STEWARDS SOC. SEG. NO JOSSES
1st STEP MANAGEMENT REPRESENTALIVES SIGNATURE	recend Su matters.	19-2-10	INHON STEWARD'S SIGNATI-		STEWARDS SOC. SEG. NO. Josephson delayed if not tilled in
1st STEP MANAGEMENT REPRESENTATIVES SIGNATURE	Matters.  EMPLOTENGRIEVANTI SIGNATURE COPIL	19-2-10	INHON STEWARD'S SIGNATI-		STEWARDS SOC. SEG. NO. Josephson delayed if not tilled in
DISPOSITION OF GRIEVANCE	Matters.  EMPLOTENGRIEVANTI SIGNATURE COPIL	19-2-10	INHON STEWARD'S SIGNATI-		STEWARDS SOC. SEG. NO. Josephson delayed if not tilled in
	Matters.  ENDLOTE AGRIEVANTI SIGNATURE (OPILISTE MARCH HOME GODRESS	4-1-10	JIKON STEWARD'S SIGNATI- FALLO A WE 8 710	RE 1	STEWARDS SOC. SEG. NO. (process delayed if not filled in (STEWARD) HOME PHONE NUMBER
	Matters.  Matters.  EMDLETERISPIEVANTI SIGNATURE (OPIN  J. STEWARD) HOME GORESS  1st STEP	4-1-10	JIKON STEWARD'S SIGNATI- FALLO A WE 8 710	RE 1	STEWARDS SOC. SEG. NO. (process delayed if not filled in (STEWARD) HOME PHONE NUMBER

2nd STEP	WATTER FROM THE PRE	DENTATIVE'S SIGNATURE	DATE RECEIVED	9/7/D
DISPOSITION OF GRIEVANCE	tue agreement.	The grevant.	will be allowed	to use aconud
1/00 - Stain of dead Part	If the day of sus	pension. The	2 stdlernent is KI	n prelident.
Lu quevara		n. div	110	V
De Company of		4700 1	1 Q	DATE ANSWERED
3rd STEP	MAMAGEMENT REPRE	SENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANGMENES
D.SPOSITION OF GRIEVANCE		Dannar		
		100	JRBWD.	
		Mr	a-7-10	
	1410 1. 1. 2 June 2 77 7		Traveling Convid	12 مورستان



### AFSCME COUNCIL 61 GRIEVANCE FORM

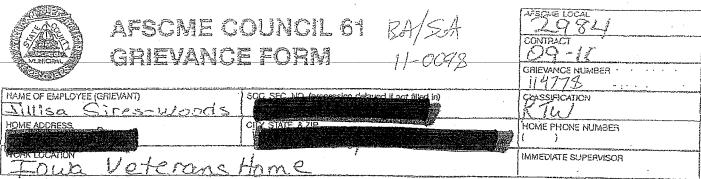
BA/5H 11-0096 CONTRACT

CONTRACT

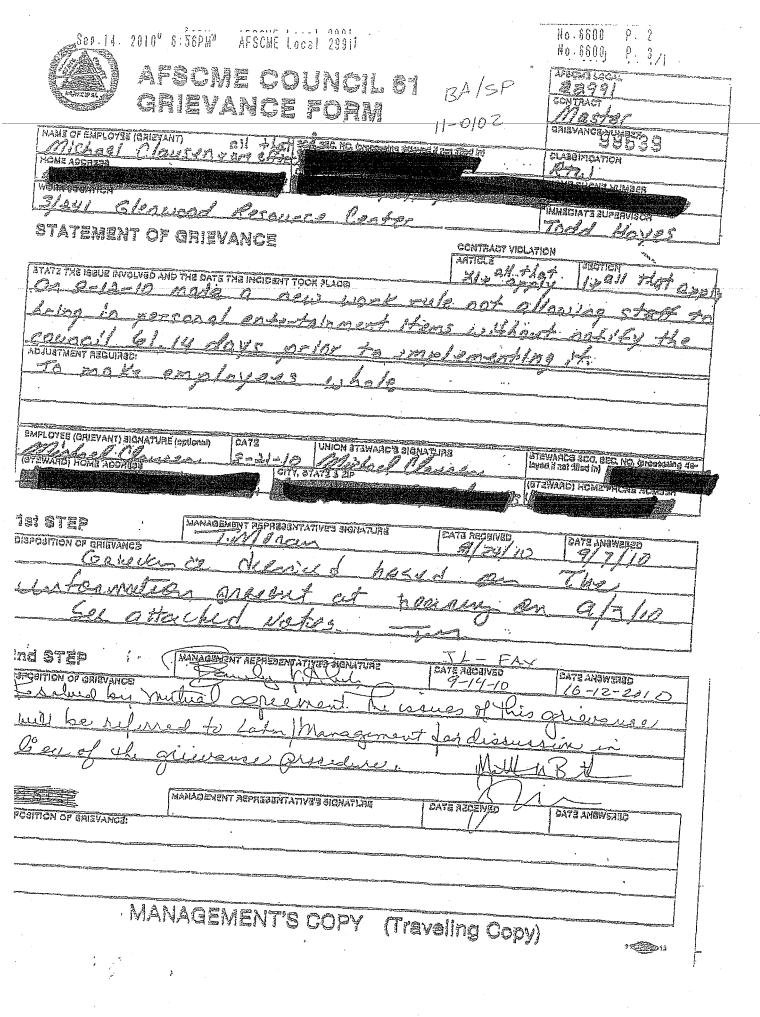
CRIEVANCENLIMBERS S

MUNICIPAL GRIEVATUS		GRIEVANCEINUMBERA A S
NAME OF EMPLOYEE (GRIEVANT)	SQC_SEC_NO_invocessing delayed if not filled in)	CLASSIFICATION J
HOME ADDRESS	CITY, STATE, & ZIP	HOME PHONE NUMBER ( )
WORK LOCATION / Walace Kuils		IMMEDIATE SÜPERVISOR

Statement of GRIEV	ance	C	CONTRACT VIOLATION	V	
Carrier 1 & Emp 2 3 Damis C C D Carrier 1 Contra 1 S Damis C		7	ARTICLE	SECTIO	N.
STATE THE ISSUE INVOLVED AND THE DAT	ETHE INCIDENT, TOOK PLACE: WELS	gilden o	L Schede	ele cha	all wither
	asion. We fine	ř -		Cetien. 2	
listed articles		inv of	ners H	hot in	w apply
ADJUSTMENT REQUIRED:		1			
To be an	ade Whole				
	4				
EMPLOYEE (GRIEVANT) SIGNATURE (option	1/2///	VARD'S SIGNATURE	Mary	delayed if not fill	1
(STEWARD) HOME ADDRESS	CITY STATE 8.71P			J(STEWARD) HON	/FPHONE NUMBER
1st STEP	MANAGEMENT REPRESENTATIVE'S SIGNATU	IRE	DATE RECEIVED	DATE	ANSWERED
DISPOSITION OF GRIEVANCE			·		
			ESL- P	255	
2nd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATU	JRE 2	DATE RECEIVED	5   DATE   10	EANSWERED
DISPOSITION OF GRIEVANCE	lagreement. The	solelil	2 Change	will be	ingliner
on trail basic blance	til FEBS, 2010. M	lanageme	ut welfre	asses	staffing
needs at that time	. This settement is	von pres	edent Th	les que	and is
in Hidra	un.		POATE RECEIVED	1567	ALIGNETET
<u> anster</u>	MANAGEMENT REPRESENTATIVE'S SIGNATU	JRE J	DATE RELEITED	DATE	ANSWERED
DISPOSITION OF GRIEVANCE		1 h		Zell,	~ <del> </del>
	<i>y</i>	i	- CV	0 10/1	18/n
1					



L+Oub VE	ercrons m	ME		The second secon	
STATEMENT OF	Grievance		CONTRACT VICLATIO	DN	
			ARTICLE 1	SECTION + All-	thote
STATE THE ISSUE INVOLVED AN	ID THE DATE THE INCIDENT TOOK SPROSIUM FOI	PLACE:			
4		***	Tank	A SECTION OF THE CONTRACT OF T	
ADJUSTMENT REQUIRED:	<u> </u>			<u> </u>	-0-0- 00 640 00 mm
	scind 3d	ay susp	easion a	- make	- Commence Control Con
	AL MOTIC	2			
EMPETYEE (GRIEVANT) SIGNATU	1 4-7-7	UNION STEWARD'S S	IGNATURE	STEWARDS SOC, SEG, NO. 1- debayed if not tilled in)	NO.
(STEVERS) HOME AODRESS		EX STATE ↑ 7/IP.		(STEWARD HOUR OF THE VIII	MBER
1st STEP	MANAGEMENT REPRES	SENTATIVE'S SIGNATURE	DATS RECEIVED	DATE ANSWERED	<del></del>
DISPOSITION OF GRIEVANCE		and the server was proportional and the server than the server and			·
			e de la companya de l		
		-		33.00	· · · · · · · · · · · · · · · · · · ·
2nd STEP	MANAGEMENT REPRES	SENȚATIVE'S SIGNATURE	JL - )	-4×	
ESPOSITION OF GRIEVANCE	J Dauly	Alele	9-7-1	DATE ANSWERED 10-14-2	710
Leader lay Vaile	sal agreement. H	he premous in I	any Suspension	will be remove	î)
from the greenant	3 fel. The 3 6	lay surgars	in well be ,h	edused to a me.	Deni
Suspension will	no back payor	benefits. This withdrawn	settement is j-	the me	120
	Control of the column with the American September 19, and the Column Septe	SENTATIVE'S SIGNATURE	Notice decayed 1	DASANSWERED	W)
DISFOSITION OF GRIEVANCE				1 (all sign	8
		The state of the s	,	Mr. a	
-	ANTHE MALE TO THE PARTY OF THE	And the second s			



							Ram	
ARECON LOCAL CONTROL OF THE CONTROL	CONTRACT VIOLATION ALL MACHUS. WAYS DESIGN	1-1-10		PERMANDI SOC. BED. ND. (procheshing de- layed I not Willed In)  (GF PENANDI HOME PHONE PHONE NUMBER  (WZ21 CZVO GTJ PO	OEWED DATE ANSWERED	- FAY ONTENISWEGGO  - FAY  - CONTENISWEGGO  - CONTENISMEGGO  - CONTENISMEG	DATE RECEIVED  DATE RECEIVED  DATE ANSWERED  N. M. A.	
COUNCIL 61 BA/SP CE FORM 11-0107	GOC. SEC. NO. (Insuranting duepped I has to	Noipent your Pylce: The Piper Persons Y	I chay pay back.	Organ / 10 Whom Frey MO O Block July State Control of the State Control of the STS 34	JARJAGEMENT REPRESENTATIVĒD SIGNATURE DATE RECEIVED	ONTELLANDENTINES DOGNATURE ONE HOGENED	MANAGEMENT NEFESENTATIVES SIGNATURE  [10]	the state of the s
AFSCME COL	KKIS HCHINSPI CALL HCHINSPI CALL H 3 H2444	TATE TI): USULE INVOIVED AND THE DATE THE	( - ) ( PURAN - ) CON - 1-3	ISTEMBY, IGAIEVANI JONATURE (opilonu)	Tai S EP	2 rd ( 1 12 ps GHEVAYCE: MALARA OAR	LATEL LAD	

MANAGEMENT'S COPY (Traveling Copy)

### STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and the Iowa Workforce Development Department, hereinafter State, and the American Federation of State, County and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Ellen Batten, hereinafter Grievant, AFSCME No. 108911/DAS-HRE No. 11-0109, which alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which Management gave the Grievant a written reprimand on September 16, 2010. As a result of this situation the parties have agreed to the following:

- 1. The State agrees to remove the written reprimand from the Grievant's personnel file on January 16, 2011 if there are no further violations of like nature.
- 2. In consideration of the foregoing, the Union will withdraw the above referenced grievances.
- 3. This Agreement is a good faith settlement of all issues arising from the facts alleged in these grievances. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in these grievances.
- 4. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

FOR THE STATE

11-16-10

1 (* 10*

Suzanne Brott Date
Labor Relations Specialist

Suganne L' Sent

DAS-HRE

Joh Nelson

. Da

Human Resources Manager

Iowa Workforce Development

FOR THE UNION

Rick Eilander

r Da

Staff Representative

AFSCME Iowa Council 61

Ellen Batten

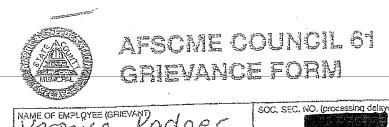
, , ,

Grievant

Iowa Workforce Development

Brice Oleson Date
Unemployment Insurance Manager
Iowa Workforce Development

Deborah Sheperd Date
Steward
Lowa Workforce Development



BA /SA 11-0110 AESOME LICCAL

CONTRACT

GRIEVANCE NUMBER

114780

NAME OF EMPLOYEE (GRIEVANT)	SOC, SEC, NO. (pre
HOME ADDRESS	CITY, STATE, SELF
Workletan	
	And the state of t

SOC, SEC. NO. (processing delayed it not filled in)

CHY, STATE, & AP

MEDIATE SUPERVISOR

			CONTRACT VIOLATION			
STATEMENT OF GRIEV			ARTICLE 1	SECTION CLIFFICAT		
STATE THE ISSUE INVOLVED AND THE DATI	ETHĘ INCIDENT TOOK PLACE:					
ADJUSTMENT REQUIRED:  KOMDUR CLIS	capline	+make	whole i	n Qll		
Matters						
#MPLOYEE (GRIEVANT) AGMATURE SOCIOIO  (INTRALA ATTACA ATTACA)  STEWARD) HOME ADDRESS	11/1/2019	UNIDERSTEWARD'S SIGNATUR KALANCE A ATE, & ZIP	S of	TEWARDS SOC. SEC. NO lorgestine and state of the second sec		
1st STEP	MANAGEMENT REPRESENTAT	IVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED		
DISPOSITION OF GRIEVANCE				·		
		·				
			JL - FA	×		
2nd STEP	TAN ACEMENT HEFTESENTA	TVE'S SIGNATURE	DATE RECEIVED 9-21-10	DATE ANSWERED 10/14/2011		
CLEPOSITION CF CRIEFANCE	al agreement.	the suspense	in will be it	emoved arm the		
me day, this s	offerent in	moreulut/	The onine	nd benefit for		
	WATAGEMENT/FEBRESENTA	TIVE S SICH SUPERIOR OF	DATE RECEIVED	DATE ANSWERED		
DISPOSITION OF GRIEVANCE	V					
	And the second section of the second		Company of the Control of the Contro			

### STATE OF IOWA CKA AFSCHE IOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

The State of Icwa, Department of Administrative Services, Human Rescurce Enterprise, and Department of Corrections, Mt. Pleasant Correctional Facility, hereinafter the State, and the American Federation of State, County, and Municipal Employees Icwa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievances filed by Derek Kirchner, hereinafter the Grievant, AFSCME Nos. 113786, 113785, 113784, 113783/DAS-HRE Nes. 11-0115, 11-0115, 11-0117, 11-0141, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arcse cut of a situation in which the Grievant was given a written reprimend on September 24, 2010, a cne (1) day suspension without pay on September 24, 2010, with the suspension served on September 25, 2010, a three (3) day suspension without pay on September 24, 2010, with the suspension served September 26 through September 28, 2010, and a five (5) day suspension without pay on September 24, 2010, with the suspension served October 1 through October 5, 2010.

The parties have agreed to the following:

 The written reprimend will be removed from the Grievent's personnel file upon execution of this Settlement Agreement.

2. The three (3) day suspension without pay and the five (5) day suspension without pay will be reduced to a one (1) day suspension without pay and the Grievant will be reimbursed for eight (8) days of back pay and accruals at the same rate he was earning at the time of the suspension, upon execution of this Agreement.

3. In consideration of the foregoing, the Union will withdraw the above referenced

gr<del>ie</del>vances.

4. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievances. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in these grievances.

5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

MPCF Personnel 1/12/11

FOR THE STATE

Stephanie L. Raynolds Labor Ralations Specialist

Mt. Pleasant Correctional Facility

DAS-HRE

Superintendent

FOR THE UNION

Steve Siegel // Staff Representative

AFSCME Iowa Council 81

Derek Kirchner

Date

Grievant

2

AFSCME 87814 DAS 11-0156

A formal resolution has been put into place regarding the above griedance; Seen Rupp

Janice Creighton HR MPCF Ston HR

TPAH MANNE AFSCINE

### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and General Services Enterprise, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Sean Culbertson, hereinafter the Grievant, AFSCME No. 113446 (BAS) No. 3120160 that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011

This Seltlement arose out of a situation in which the Grievant's employment was terminated on November 12, 2010.

The parties have agreed to the following:

General Services Enterprise

- The Grievant will resign in lieu of termination effective December 30, 2010. The termination letter
  dated November 12, 2010, will be rescinded and replaced with this Settlement Agreement which will
  constitute a letter of resignation (with good cause attributable to the Employer for purposes of
  unemployment benefits).
- The Grievant will be reimbursed back pay for the period of November 12, 2010, through December 30, 2010, at the rate he was earning at the time of termination.
- The State agrees not to provide information in protest of the Grievant's claim for unemployment benefits. If the State has already contested the Grievant's application for unemployment benefits, the State will withdraw its appeal.
- The Grievant agrees to no future application to or employment with the Department of Administrative Services and the Department of Corrections,
- 5. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 6. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 7. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:  Andrea Macy Labor Relations Specialist Department of Administrative Services Human Resources Enterprise	FOR THE UNION:  Rick Ellander Staff Representative AFSCME Iowa Council 61	<u> 2-21-1</u> 0 Date
Patricia Lante Date Chief Operating-Officer Department of Administrative Services	Sean Culbertson Grievant	/.2.22 · /// Date

### STATE OF IOWA AND DOUGLAS MONAHAN NON-CONTRACTIGRIEVANCE SETTLEMENT AGREEMENT

The State of Iowa. Department of Administrative Services Human Resources Enterprise, and Department of Eluman Services — Woodward Resource Center, hereinafter State/and Doug Monahan, hereinafter Grievant, enter into the following Agreement in full and final resolution of the Grievant's grievance NC-1106/DAS-ERE No. 11-0161, that was filed as a non-contract grievance alleging a violation under the Department of Administrative Services Administrative Bules.

This settlement arose out of a situation in which the Grievant was terminated on November 4, 2010. As a result of this situation, the parties have agreed to the following:

- The State agrees to replace the Grievant's fermination with this settlement Agreement to reflect the Grievant voluntarily resigned effective November 4, 2010. The State agrees to remove the letter of termination and related documents from the Grievant's personnel file and replace that information with this settlement agreement.
- The Grievant agrees he will not apply for any other positions with the Department of Human Services.
- 3. In consideration of the foregoing, the Grievant will withdraw the above grievance.
  4. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any officer or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of notion addressed and arising from the Grievant's claim in this grievance.
- 5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation, ovother proceedings in the future.

HOR THE STATE FOR THE GRIEVANT

Suzame L. Brott Date Bouglas Monahan Date
Labor Relations Specialist

IA. Dept. of Admin. Services – HRE

Maisha Edgington-Bott Date

Superintendent

Woodward Resource Center

RECEIVED

JAN 1 2 2011

ADMINISTRATIVE SERVICES

### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Corrections, Iowa Correctional Institution for Women, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter Into the following Agreement in full and final resolution of the grievance filed by Vickie Erickson, hereinafter Grievant, AFSCME No. 107249/IDAS No. 11-0176, that alleged a violation of Article VIII, Sections 1 (Work Schedules) and 2 (Overtime) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant was called in to work several hours prior to the start of her regular 6:00am-2:00pm shift, then was subsequently sent home at approximately 11:30am, prior to the end of her shift on October 27, 2010.

The parties have agreed to the following:

- 1. The Grievant will be paid at the overtime rate of one and one-half (1 ½) times the rate she was earning on October 27, 2010, for the remainder of her regular shift (approximately two and one-
- In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.

4. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:

Andrea Macy

Labor Relations Specialist Department of Administrative Services

Human Resources Enterprise

FOR THE UNION:

Adam Swihart

Staff Representative

AFSCME Iowa Council 61

Date

Patti Wachtendori

Warden

Iowa Correctional Institution for Women

12/21/2010

Vickie Erickson Grievant



### CHEVARCE FORM 11-0191

APSCRE LOCAL UL! Compact 201-2011 caevance numera 3.411971 CASSIFICATION RAI HOME PHONE NUMBER

HOME ADDRESS SCC, SEC, NO. (processing delevant & act (Hes) in) CITY, STATE & ZIF NCF

		·	Chicago and Charles and Charle
Statement of	Grievance	AOITAJOIV TOARTMOO	
	#14 t.\$	ARTICLE	SECTION
STATE THE ISSUE INVOLVED AND	THE DATE THE INCIDENT TOOK PLACE:	c. appleable	
	The state of the s		
11-11-10 VIDlat	ion of Overlight distribut	1200	· , · · · · ·
	*		
ADJUSTMENT REQUIRED:			
Mark Finds "	the Parent of 1654 How	विन्य क्रिक्ट व	137,260
apology from the	Figures immediate supe	مر چو ماه نا و او جن	•
		1 1 5 5 1 5 5 1 5 5 1 5 1 5 1 5 1 5 1 5	
EMPLOYEE (GRIEVANT) BIGNATURE		GHATURE / STE	MAROS SCC. SEC. NO. (proceeding de-
(STEWARD) HOME ADDRESS	11-12-10	รู้รับเดิงที่ สรุ้งเรียน 20 เพราะรู้รับเทยเลี้ยงบระทาง รับการ 2 การ	
		1910	I .
9022			أوميروه والمناور والمراه والمنسو والمعروب الممادي المراه المساط
151 5722	MANAGERENT RESERVENTATIVES SIGNATURE	DATE RECEIVED	DATE ANSWERED
FISPOSITION OF BRIEVANCE			DD 1/- Z_5 Z-10
		er e	
	No Charles (Wiel	<u> </u>	
		The state of the s	
		and the state of t	
end step	MANAGEMENT REFRESENTATIVES SIGNATURE	JL - FAX	No. of the last of
DISPUSITION OF GRIEVANCE:		12-5-10	CATE ASSESSED
7.5-031 ION OF GRIEVANCE:			
		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
	·		
•			
	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
ISPOSITION OF GRIEVANCE			
Me parties)	well meet to des	cuss a De	ocedeure, a
sistocal In	Halidays in The	, Jan	1/
Segueros.	Marit Sun	as of he had	Terror !

ECHIP TO PAIRION OF



Rection AFSCME LOCAL 2989

AFSC!	ME COUNCIL 61	12/4/10	CONTRACT
MUNICIPAL POPULATION	ANCE FORM	121 P.	GRIEVANCE NUMBER
GHILY		( ()	100587
	SOC. SEC. NO. (processing delayed if	not filled in)	CLASSIFICATION
NAME OF EMPLOYEE (GPEVANT)	300, 020, 110, 12, 12, 12		
James Collier	CITY, STATE & ZIP		HOME PHONE NUMBER
HOME ADDRESS	, J		( ) IMMEDIATE SUPERVISOR
			IMMEDIATE SUPERVISOR
WORK LOCATION			
		CONTRACT VIOLA	TION
STATEMENT OF GRI	EVANCE	ARTICLE //	SECTION
STATEMENT O. C.		4	7
•	TOOK PLACE:	1	· L/- 13
STATE THE ISSUE INVOLVED AND THE	en a Suspension from I	December 2-	6 Th unjustry
Mr. Collier was give	en a suspension for		
ADJUSTMENT REQUIRED:	o issued to Mr. Collier,	an coming h	is sickleave/FMLA
Please durity man	o issued to Mr. Collier,	3×2007 + 1×3	
	n for lost time, replace	e accurals	and make grievant
requirements, pay him		}	2
	Loving this disciplinary of	ction.	STEWARDS SOC, SEC, NO. (processing de-
		BNATURE	layed if not filled in)
EMPLOYEE (GRIEVANT) SIGNATURE (op	12-14-10		(STEWARD HOME PHONE NUMBER
(STEWARD) HOME ADDRESS	CITY, STATE & ZIP		( )
0 5:10			
LOW FIRE			
	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVE	D DATE ANSWERED
1st STEP	MANAGEMENT TO THE		·
DISPOSITION OF GRIEVANCE			
DISPOSITION OF CONTROL OF	<b>Б</b>		
- Congression			
1			DATE ANSWERED
	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVE	DATE FILONE IS
2nd STEP		<u>,</u>	1
DISPOSITION OF GRIEVANCE:	and do done un hu	s Comp	on James
Cle	me to piace to	2 11:0	1 Sundendin
( 10: n	a shalance and	pull 5	- me cedent Setting
(v-lever C	Dry mente	-0 N.	maro to t Sothing
1 de la companya della companya della companya de la companya della companya dell	his enclosed A	ils. I'm	TILL CEDETA GOVE I

DATE ANSWERED DATE RECEIVED MANAGEMENT REPRESENTATIVE'S SIGNATURE 3rd STEP DISPOSITION OF GRIEVANCE:



### Grievance Settlement

A grievance filed on behalf of Jour Bennelt who was terminated on June 8, 2011 from the Clarifida Mental Health institution has been resolved by the Union and the State Based upon the following terms:

1. The termination is reduced to a suspension without pay from the date of ... Grevant's termination to the date the grevant returns to work,

2. The gifevent will be returned to effective with the date of the execution of this settlement. Upon agreement of the parties to the terms of the settlement (either belore of effect the execution of this settlement) the grevant will confect the belore of effective execution of this settlement the grevant will confect the experiors of arrange a date and time of her return to work. The grevant will provide a full medical release to return to work prior to working her first shift.

For the State of lows:

Tok: Turner

Human: Resources Professional 2

For AFSCME:

Mait. Burler

Union Representative

Gitevant:

Date: 12/26/2011

Date: 12/26/2011

Date: 12/26/2011

Date: 12/26/2011

Date: 12/26/2011

Certification of the control of the



## AFSCME COUNCIL 61 GRIEVANCE FORM

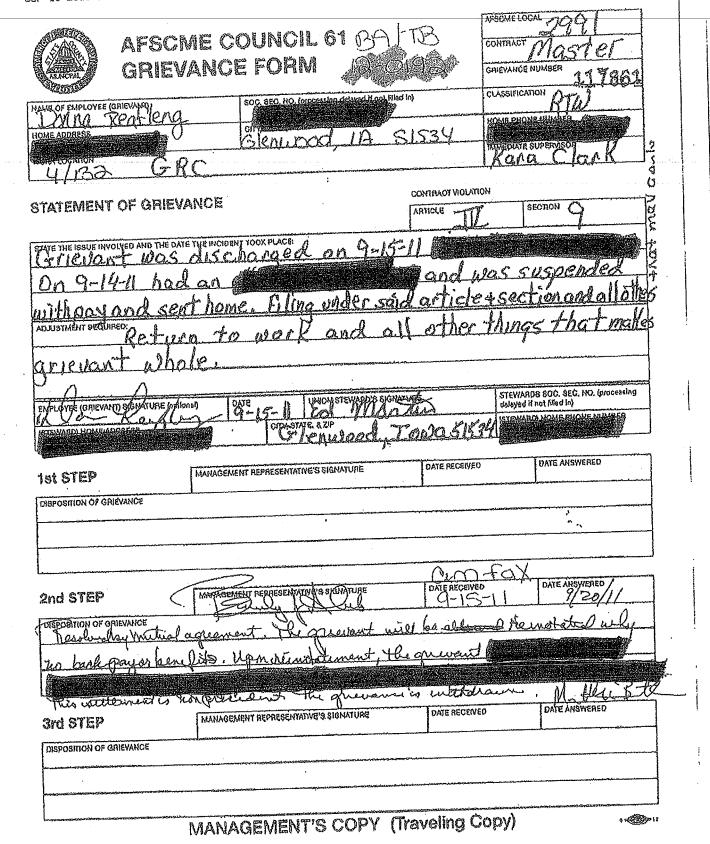
五字	i
38	afsome Local
1	000
	CONTRACT
	Mastl!
	ORIEVANCE NUMBER 11785(
	1.4 (00)
	CLARSIFICATION
	MW
	HOME PHONE NUMBER
	IN PEDVALE SOLE SOLE SOLE SOLE SOLE SOLE SOLE SO
	MAN Harthon

-	NAME OF EMPLOYEE (GRIEVAST)	SIXY 2EC: UN (huxsazard onester a nor mon an	KN
	HOME ADDRESS	Land Market Land	HOME PHONE NUMBER
	WORK LOCATION A	741	Her. Harthey
	01-15°C	0-	L. L. J. J. J. L.

STATEMENT OF GRIE	VANCE	CONTRACT VIOLATION	
OIMECIAISTAL OF MISSE		ARTICLATIL	\$50 HOLY TX
STATE THE ISSUE INVOLVED AND THE C	ATE THE INCIDENT TOOK PLACE.  A.S. CHARGE LECTOR L  A tirl-TI, Suitio	naplayment 7-15	8-11; unkhord
5 diers 12/104	ut.		
ADJUSYMENT REQUIRED:	To meke the	grimmes while	
EMPLOYEE (GRIEVANT) SIGNATURE (OR		1.6. N/1 14c )	STEWARDS SOC, SEO, NO. (proceeding delayed if not filed in) STEWARD, HOME PHONE NUMBER
(SASWANDING DISCOVERS	CONSTRUE A 21P	(7. 6810S	NEW TOTAL CONTROL OF THE PROPERTY OF THE PROPE
1st STEP	management representative's signati	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE			
The same of the sa			
<u> </u>		conf	2/5
2nd STEP	STANAGEMENT REPRESENENTIVES SIGNAT	NAG ONTE VECENCO	DATE ANSWERED Aug 1/2011
DISPOSMON OF BRIEVANCE Resolved by histural a	greenant The grievan	t meelbe danishated on	
\rangle_{\text{2.5}}	hour back and		E T
second this pet	ileano withdraw	n. Stan Sablanes	Win argusture
3rd STEP	MANAGEMENT REPRESENTATIVE'S SIGNAT	TURE DAYE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE	The state of the s	COLUMN TO THE PROPERTY OF THE	100 Apr. 40 CORP (100 APR. 40 APR. 40 CORP (100 APR. 40 APR. 40 CORP (100 APR. 40 APR. 4
	A CONTRACT OF THE OFFICE AND ADDRESS OF THE OFFICE		

MANAGEMENT'S COPY (Traveling Copy) 24.05077







	•
	AFSCME LCCAL
	297T
	4.21
	CCNTRACT
	GRIEVANCE NUMBER
	4 4 ワクオイ
_ ]	110141

<b>夏公</b> (美)(2) 数	SUMULDI BAIL	CONTRACT
GRIEVANCE FORM		GRIEVANCE NUMBER
NAME OF EMPLOYEE (GRIEVANT)	SCC, SEC. NO. (processing delayed if not filled in)	CLASSIFICATION 11814[
HOME ADDRESS C. F.	CITY, STATE, & ZIP	HOME RHOMBER
WORKLOCATION H-246 - HYER	3 DHS-Glenwood	April Hartshow
STATEMENT OF GRIEVANCE	CONTRACT	VIOLATION
	ARTICLE A	SECTION (7)

STATEMENT OF GRIEVANCE		CONTRACT VIOLATION		
		ARTICLE 4	SECTION 9	
STATE THE ISSUE INVOLVED AND THE DATE OF THE PROPERTY LEVEL AND THE DATE OF THE PROPERTY LEVEL AND THE DATE OF THE PROPERTY OF	TE THE INCIDENT TOOK PLACE:  ) DUR CHAY SUSPERSION DN	8-15-110	ithertiustemuse.	
INActicle 4 se	ction 9 & Any other meticles	s & section	s Are relevant.	
ADJUSTMENT REQUIRED: MAKE	e grievant whole.	The control of the		
ANNY TO PETRO S BU MINORE AND DESIGNATION NO CONTROL TO THE BUILDING METERO LEGA.		Hij garhandan gayayi yayayi ayala katalay da		
		والمراجعة		
EMPLOYEE IGRIEVANTI SIGNATURE (Option VICKIE STED NOV S	181) DATE WHICH STEWARDS SIGNATUR 9-27-11 William Rifted	light 11	STEWARDS SOC. SEC. NO. (processing datayed if not filled in)	
(STEWARD) HOME ARE	CITY, STATE & ZIP.		(STEWARD) HOME BYONE NUMBER	
ist STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED	
DISPOSMON OF GRIEVANCE				
A CONTROL OF THE PARTY OF THE P	The state of the s			
A CONTRACTOR OF THE CONTRACTOR	NOTE THE PARTY OF	ensanosti kaikartan santan pasainnan reyali musuka wildiri mina		
		Cun	$\gamma + a \times i$	
2nd STEP	MANUTEMENT REPRESENTATIVE SCIGNATURE	DATE RECEIVED	DATE ANSWERED   14/16/2011	
TASPOSITION OF GRIEVANCES	lagreend. If the grewant de	res Not Vipla	te	
	With one year. The numbers is	n will be 1	reduced to a	
( 000 1.00 1.00 1.00 1.00 1.00 1.00 1.00	He un hack pay, Shrwane	is withdra	in, Ris settlement	
is non preselect.		· · · · · · · · · · · · · · · · · · ·		
3rd STEP MANAGE	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED	
DISPOSITION OF GRIEVANCE				
		الاستعمارات المعارف ال		
,			į	



# AFSCME COUNCIL 61 11-0266 GRIEVANCE FORM SB/TS

AFSOME LOCAL
S 0 / 3
CONTRACT
O 9 - 0 // Malete/
GRIEVANCE NUMBER 10

NAME OF EMPLOYEE (GRIEVAN)	Ex-Kell SOC, SEC, NO. Incoessing delevad if not		CLASSIFICATION Workforce ALUCIANIS
HCME ADDRESS	West Newton, In		MMEDIATE SUPERVISOR
GOON AND THE	(New / new an, 500		10 11(4 0-0)) 7
STATEMENT OF GRIE	VANCE	CONTRACT VIOLATION	
		\$BŢICLE	SECTION
STATE THE ISSUE INVOLVED AND THE D	s informed That Ner permanan	& Schedule	has choned. This
Occured on 11/12	III. We find this in Up	ulation of Th	le about 17sted
articles & sect	ions and any others That	f max appl	4.
ADJUSTMENT REQUIRED:			
To be	made whole		
EMPLOYEE (GRIEVANT) SIGNATURE (opi	tional) DATE / UMPN/STEWARD'S SIGN	BATUBELL.	STEWARDS SOC. SEC, NO. (processing delayed if not filled in)
(STEWARD) HOME ADDRESS			(STEWAR)
ist STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE			
2nd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE	7		
			·
	1, All while		
3rd STEP	JAJA AGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE			nulvim
Shellmon wes	I with draw this go	and I	and finely me
allowed bleg	wast a flet schedule	whensk	0 Mines 7 1
last to	a department of	A. J.A. L	/ to fullon

### STATE OF IOWA AND AFSCME/IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise; Department of Commerce-Alcoholic Beverages Division, hereinafter State, and the American Federation of State, County and Municipal Employees, hereinafter Union, enter into the following agreement in full and final resolution of the grievance filed by Craig Stafford, hereinafter Grievant, AFSCME No. 99654/DAS-HRE No. 11-0273 that alleges a violation of Article IV, Section 9, (Discipline and Discharge) and all others that apply of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a five day suspension without pay on February 8, 2011. As a result of this situation the parties have agreed to the following:

- 1. The State agrees to reduce the 5 day suspension without pay to a one day suspension without pay. The Grievant will be reimbursed all lost pay except for 8 hours and any lost benefits at the rate the Grievant was earning at the time of the suspension.
- 2. The State agrees to reduce the one day suspension to a written reprimand on April 29, 2012 if there are not further incidents of like nature. The State agrees to reimburse the Grievant for 8 hours of pay and any missed accruals at the rate he was earning at the time of the original suspension. (February 8, 2011).
- 3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 4. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential cause of action addressed and arising from the Grievant's claim in this grievance.
- 5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation or proceeding in the future.

FOR THE STATE

Suzanne L. Brott

05-04-11

Labor Relations Specialist

Suzanne L' Birth

DAS-HRE

1 1.1//~

FOR THE UNION

Adam Swihart

Staff Representative

Date

AFSCME

Rick Swizdor 05-04-2011 Chief Deputy Administrator Alcoholic Beverages Division Craig Stafford Grievant

Date

### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, Iowa Workforce Development, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Laurie Allen, hereinafter Grievant, AFSCME No. 113450/DAS-HRE No. 11-0279, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was terminated on February 9, 2011.

The Parties have agreed to the following:

- 1. The termination will be removed and will be replaced by this last chance agreement.
- 2. The grievant will have her original seniority date restored. The time off will be considered leave without pay.
- 3. The grievant will be returned to work the 1st pay period

dans 11-30-11

- 4. •
- 5. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 6. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 7. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE

Sue Brott

Labor Relations Specialist

DAS-HRE

FOR THE UNION

Rick Eilander

Union Representative

AFSCME lowa Council 61

Lori Adams

Iowa Workforce Development

Laurie Allen

Grievant

			11-035A	CON	ME LOCAL GGI MAGI CORSTAN VANCE MUNTER	7000
-NAME OF EMPLOYEE	grievani DDG accis	SOC SEC. NO. Amoreo	ilec in)	C.AS	SPICATION TO Y / C	11/7
HENE ADDRESS	LAVIN HALLS Ì				emis Farenişon 1 <u>7 As — Fs. (5) G</u>	
STATEMENT	of crievance		AATKO	ំ ^{ទៅ} 🖟 សាកាវ	Ai section VII v	أ فمقاد احسب
१ अपने सन्हार्य स्टब्स् र १ के दिन कर वि	1 VPD AND THE TATE THE INCOME.  1 10 3 - 5/75	របស់ ខេត្ត គឺ ទ្រាស៊ីសុស៊ី ស៊ីស៊ី ស៊ី		any o	1 4 <u>2/27/</u>	
	, 		<u></u>	<i>\$</i>	<i>,</i>	41
ACCOLLOS TABATACOLOS		1321 17/11				
_To_r# Sion	From Q11				1.	
Company Company	Care Commence	118/11 May 1		l dels	entage page SEC alone red Most Med for	
		e de la companya del companya de la companya del companya de la co			To a Vision of the Control of the Co	
	( AAAMAGEMEN	T REPPESENTATIVE'S SIGNATU	E DATE	PECENTED	TOATS ANSWERED	1
nicone mos ne neig			53,		:	
2nd STEP	14241 F 17	On Stul	इष्ट निक्रन	7-40% 15-11	i netelevereen 38///	
Muricle	ned riscend:	2. Ofr	wance h	j. Yhdrai	/ M_^	
7					WARK	_3/8/24
			\$	Manager (and the particular)		ŧ
		No. to John St.				<u> </u>
		- No				<u> </u>
İ						<u> </u>

MANACEMENTS COFT (Haveing Lopy)

1 2<u>5 744</u> 1

SCAT SECTION TO THE PROPERTY OF THE PARTY OF



## AFTINE TAUNTU ON ON SP THEFFET FIFT 1-0286

PARACUS EMPLOYEE INFORMATION IN THE STATE OF	SCL. SEL, NO. GROCESIAN ORISER A NO. INS.	3 mjg	5 TO 5 EED 5
I MOME ADDRECT	Service (Service )	3	PACHALIE PROTOTOS POLINAMIENT
POR CARLO DE		الله قرر المعادد د المراج الاطراد	omenore guerragna ; [] Sometic (toggi ferfor
STATEMENT OF GREVANCE		and the second second second second	:
		anteur I	
tom the mile mysics are the just the sistery CA /- 17-11 W CS Q yess CC S.	romawa / <u>101 uhibuT_A</u> Q for		
is collowith than in 1		ac usfs	
Anā Scrīpa onā 20.			
	Arthur erall eil		hagi Atel
interior de la Company de la C		and the state of t	
And the state of t	The second secon	· · · · · · · · · · · · · · · · · · ·	Tropulation by the bottom of the
Tarte 1977 (1987) and 1987 are the second of		Al Signature of the second of	THE STATE OF THE S
Transport of the state of the s	ent na dedicador o dele savete (1)	2-16-11	No. of the second secon
FORETOOT 3M OF NEW MICE.		9-16-11	
			:
		/ 	And the same of
Jan STEP		37.1.	
	any of Alus	3/8/1/ vithdraws	
Musiplino Messino	d. Villance	or-warawy	
		NAL	ABH 3/8/2011
for site invacation	ר הפרות בספר המוציים ביים ביים ביים ביים ביים ו	i pute tepetiti.	Alada Ala Urnet II
The second secon			
		A SECOND PROPERTY OF THE SECOND SECONDARIAN	
<u> </u>			

---



### AFOCKE COUNCIL OF DA ISP CREVANCE FORM 11-0888

AFFCHEIGHAGA 71195761 GRIEVANCE MUMBER 44784

A STATE OF THE PARTY OF THE PAR	, .		
NAME OF EMPLOYES CONSUMMS. MANISTA Krause	GCC, SEC. HO. (proveseing delayed if n		SELFICATION TO A
HOAR AUNILU	Unit 51415, 5 49		IL PERMET
WORLDON C ARROLD	1 239 PMS		Edingsprension POTA SQUENS
		CONTRACT VIOLATION	•
STATEMENT OF GRIEVAN		A STATE STATE OF THE STATE OF T	SECTION O
etate the beve involved and the oate the 11/0.5 g 19/40 g 5 TCK	HODERT TOOKPLACE:		* <u>*</u> *
29-1-Diserolineo			
t Article and a		aqvaooly	
AD ALST MENT TROUBED.	Tare was the		
man light Desperation			
\$	and the second s		and an analysis of the control of th
A complete of the property of			
# 11 12 7 E F		to the state of th	in the second se
er en	Commission of the Commission o	and promise programme and the second	
the parameters are the parameters and the parameters are the parameters and the parameters are the parameters and the parameters are the parameter	and the second	ма така шашарын нь	The second secon
nga mangan kapan kanan mendahan dengan pengangangan pengahanan dan kanan dan kanan dan kanan dan kanan dan kan			
**=== 4:7-14 · · ·	A STATE OF CAPACIAN A MARKET LAND	confo	X COMMENT OF THE SECOND OF THE
DESCRIPTION OF GREAMURE (	Fally May	12-16-11	3/8///
Chiangline will be	tresended The (a		hdraun-
-		Mula	3/8/2011
		1	···
A TOTAL THE REAL PROPERTY AND A SECOND PROPERY AND A SECOND PROPERTY AND A SECOND PROPERTY AND A SECOND PROPER	MAGEMENT HEPHESENTATIVE S SIGNATURE	UALE RECEIVED	UNI E MENERELL
alphasmak or aniovexac			
<u> </u>			

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise (DAS-HRE), and Department of Human Services (DHS), Cherokee Mental Health Institute, hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Bryan Lafleur, hereinafter the Grievant, AFSCME No. 118038/IDAS No. 11-0370, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant was issued a one (1) day suspension on April 7, 2011, with the suspension served on April 11, 2011.

The parties have agreed to the following:

- 1. The one (1) day suspension will be reduced to a written reprimand dated September 30, 2011.
- 2. The Grievant will receive no back pay.
- 3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
- 4. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
- 5. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE UNION:

Andrea Macy
Labor Relations Specialist
Department of Administrative Services
Human Resources Enterprise

Date

Staff Representative
AFSCME Iowa Council 61

Date

Bryan Lafleur
Administrator of Nursing
Cherokee Mental Health Institute

Oc Janet Harrew 10/28/11

FOR THE STATE:

1 of 1

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services-Human Resources Enterprise, and Department of Corrections – Iowa Correctional Institution for Women, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following Agreement in full and final resolution of the grievance filed by Robin Hague-Renfro, hereinafter Grievant, AFSCME No. 98957/DAS-HRE No. 11-0373, that alleges a violation of Article IV, Section 9 (Discipline and Discharge) and all other pertinent articles and sections of the 2009-2011 Collective Bargaining Agreement between the parties.

This settlement arose out of a situation in which the Grievant was issued a written reprimand on March 16, 2011. As a result of this situation, the parties have agreed to the following:

1. The State agrees to remove the written reprimand from the Grievant's personnel file effective October 26, 2011.

2. In consideration of the foregoing, the Union will withdraw the above grievance.

3. This Agreement is a good faith settlement of all issues arising from the facts alleged in this grievance. No promises for any other or future considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claim in this grievance.

4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation, or other proceedings in the future.

FOR THE STATE

Supplied State of

10-26-11

Suzanne L. Brott Date Labor Relations Specialist

IA. Dept. of Admin. Services - HRE

Bryan Reicks

Date '

Acting Security Director

Iowa Correctional Institution for Women

FOR THE UNION

Adam Swilfart

Date

Staff Representative

AFSCME Iowa Council 61

Michelle Jacobs

Date

Steward

obin Hague-Kenfro

Date

Grievan

#### STATE OF 1099A AND afsche iona council 61

11-041

#### SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resources Enterprise, and Department of Corrections, Iowa State Penitentiary, hereinafter the State, and the American Federation of State, County, and Municipal Employees lowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Liba Shelford, hersinafter the Grievant, AFSCME No. 100607/10AS No. 11-0411, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-2011 Collective Bargaining Agreement between the peries.

This Settlement arose out of a situation in which the Grievant was given a three (3) day paper suspension on April 15, 2011,

The parties have agreed to the following:

1. The three (3) day paper suspension will be reduced to a one (1) day paper suspension and combined with one (1) day paper suspension issued to the Grievant on April 13, 2011, upon execution of this Settlement Agreement.

2. In consideration of the foregoing, the Union will withdraw the above referenced grievance and withdraw grievance number 100608 (AFSCME)/11-0377 (IDAS) from the July 14, 2011, GRIP

3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and ensing from the Grievant's claims in this grievance.

4. The terms of this Settlement Agreement are considered by the parties to partain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precadent in any grisvances, arbitration, litigation or other proceedings in the future.

FOR THE STATE:

Stephanie L. Reynolds

Labor Relation's Specialist

Department of Administrative Services

Human Resources Enterprise

Otto Greenewald

FOR THE UNION:

Staff Representative

AFSCHIE IOWE Council 81

William Scerisla

Deputy Warden

Iowa State Penkendary

#### STATE OF IOWA AND AFSCME IOWA COUNCIL 61 SETTLEMENT AGREEMENT

11-0416

The State of Iowa, Department of Administrative Services – Human Resources Enterprise, and the Department of Human Resources — Woodward Resource Center, hereinafter State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter Union, enter into the following agreement in full and final resolution of the grievance filed by Madeleine Pritchard, hereinafter Grievant, AFSCME No. 101473/DAS-HRE No. 11-0416 that alleges a violation of Article IV, Section 9 (Discipline and Discharge) of the 2009-20011 collective bargaining agreement between the parties.

This settlement arose out of a situation in which the Grievant was suspended for three (3) days without pay on April 24, 2011. As a result of this situation the parties have agreed to the following.

1. The State will reduce the three (3) day suspension without pay to a two (2) day suspension without pay. The Grievant will not be reimbursed for a day's pay or any vacation or sick leave accruals.

2. The State agrees to remove the 2 day suspension without pay from the Grievant's personnel file on December 23, 2011 if there have been no further incidents of like nature that resulted in the original suspension. The Grievant will not be reimbursed the two day's pay or any missed vacation or sick leave accruals.

3. In consideration of the foregoing, the Union will withdraw this grievance from the grievance process.

4. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential cause of action addressed and arising from the Grievant's claims in this grievance.

5. The terms of this Agreement are considered by the parties to pertain only to the specific facts involved in these matters. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigations or other proceedings in the future.

FOR THE STATE

FOR THE UNION

08-08-11

Suzanne L. Brott Date

Duzanne & Jart

Labor Relations Specialist

DAS-HRE

Greg Lewis

Date

8/11/2011

Staff Representative

AFSCME Iowa Council 61

Start 11-18-11

Director of Habilitation Services

Woodward Resource Center

Dan Vohnson Local President AFSCME

Madeleine Pritchard

Date

Grievant



# AFSOME COUNCIL 61 GRIEVANCE FORM

11-0483 BAITE

GHEVANCE NUMBER 15000

			1.1.838
NAME OF EMPLOYEE (GRIEVAN')	SQC, SEC. NO. Inconsistan delayed if not like	in)	CLASSIFICATION )
HOME ADDRESS	Oliver (1975-10		HONE CHONE WINEDWOOD
WORKLOCATION MENTEL NEGL	4 SWE Day Shift GA	1-23%	Della Coullern
STATEMENT OF GRIEVANCE		CONTRACT VIOLATIO	N
<u> 199</u> 9 € 77 8 25 26 27 15 25 1 2 2 3 3 3 3 4 4 9 9 2 2 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	•	AATTICLE 9	SECTION //
STATE THE ISSUE INVOLVED AND THE DATE THE INC	CIDENT TOOK PLACE:		
Schedule Change	1 by Management	effec;	ted her Ugo.
Vacation ori	evence Immedia	to to 2	nd Step.
ADJUSTMENT REQUIRED:	The state of the s		
To Make The gr	ie und whole.		
			1000CC10F655
EMPLOYEE (GHIEVANT) SIGNATURE (optional)	DATE 4-11 UNION STEWARD'S SIGNATURE AND STEWARD SIGNATURE AND STEWARD'S SIGNATURE AND STEWARD SIGNATURE SIGNATURE SIGNATURE SIGNATURE SIGNATURE SIGNATURE SIGNATURE SIGNATURE SIGNATUR	IAE Umfuld	STEWARDS COG SEC Monther County
STEWARD, HOME ADDRESS	CITY, STATE, & ZIP		(STEW THE THOUSE SWORT TO THE MARKET
1st STEP MANAGE	MENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSMON OF GRIEVANCE GRIEVA	nce was seffled	1. long	Now has
	Jacation Approve		
approved: SHan		Horpker	RU-
ADN	150	lacióx	Sumbled
2nd STEP	MENPAEPRESENTATIVE'S STONATURE	DATE RECEIVED	DATE ANSWERED 5/11/2011
DISPOSITION OF GRIEVANCE	al agreement. The	e variat	on has been
approved. The gr	covered is switched	rawn,	MAGRA
			The second secon
3rd STEP	LENT REPFESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE			(



# 11-0462

AFSCIAE LOCAL
ろつば
CONTRACT
Misho
GRIEVANCE NUMBER 4 4 F 4 F F

	Mround V	WINDLE DI	•	-	<u>() d()</u>	
	entratement of a 1 mm		i	CONTRA	or Oo alam	
STATISTICAL DE	CRIEVANC	L TUHWI R	AJJB		11/20/21	
VIII I			** Adam to de	GRIEVAN	ICE NUMBER 1 151	57
NAME OF EMPLOYEE (G	DIENAMO	SOC, SEC, NO, (processing dela	vad if ant filled in		14 12 17 14	<u> </u>
Beiana		300. 300. No. piecessing dela	Aen it tint imen til	CLASSIF	CAHON A	
HOME ADDRESS	Key	07/77 6 7/0		<del>-</del>	<u> </u>	
MUME ADDRESS	. 1	CEL CLAP & 712		HOME PI	HONE NUMBER	
LUCDIVI CO ITIQUI						
WORK LOCATION	F/JDO	C	•	lasa A	TE SUPERVISOR	•
<u> </u>	/ 31201			194 (1	mol / bary	
		•		<u>-</u> L	1	
STATEMENT (	OF GRIEVANCE	•	CONTRACT VI	OLATICAL ALI	Shal and	
			ARTICLE	- J. M.	SECTION TO	
	•		TV	•	TO I	Ŵ
STATE THE ISSUE INVOLV	/ED,AND THE DATE THE INCIDENT	T TOOK PLACE:		<del></del>		
Ch 3/15		recipised a w	offen renali			ļ
	-10 ng.y	TO CITY POLICE	31 11 1 71 1 1 1 1 1 1 1 1 1 1 1	Titral(I		
			i Cara			
						İ
			ter of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state o			
ADJUSTMENT REQUIRED	. 2					-
<del></del>	<del></del>				· · · · · · · · · · · · · · · · · · ·	
1 // advact	COT CII	000000000000000000000000000000000000000	18000	1 - 1 -		-
Meauest	1( t +0/100)	progressive	alscipling.	16000	e written	
00000	of the made	à un bala in	Ill moethers	•		- 1
collinu				r		
EMPLOYEE (GRIEVANT) SI	GNATURE (optional) DATI	E UNION STEWAR	D'S SIGNATURE I	STEWAR	DS SOC. SEC. NO. (proces	sinc
	[3]		Her by the		f not filled in)	
(STEWARD) HOME ADDRE		CITY STATE -2-7/1-	. '\	(STEWAR	D) HOME PHONE NUMBER	
	No. 10 March 2011					
	<i>b</i>			-		
1st STEP	MANAGENENT	REPRESSIBATIVE'S SIGNATURE	DATE RECEIV	'ED	DATE ANSWERED	
	MA	n Illiane	7-29	9-11	4-8-11	- }
DISPOSITION CATGRIEVAN	19E	1 1 1	9 /			
17148	UDAN THE	1 niles Brand	2 Dis (2017)	b Dan C	Mry / the	.
7	55	2-1.0	1 3	1	)	
('DYYee	rive acoun	TAKEN 15	appropria:	Re, 19	משמת של גם לי	l
1		11.1	An. Burn	,	7 20021	
15 (	THAN CIL	Min Marso				
•	(					
2nd STEP	MALLERATE	REPRESTATATIVES SIGNATURE	DATE BECEIV	ED	DATE AUGUSCOS	· .
antio () 121		1 1/2/	5/11/	2011	DATE ANSWERED	Ì
DISPOSITION OF GRIEVAN	GE,	01	)	011	2/11/5011	
To delived	Gu mitial &	greinent. The	2 BI WILLIAM	0 1	6. 1	
1000	11	1	Jago wrong	e weer	He remille	-4
dia the	lever to dista	La ministra do avo	to lay or	NN 11	0 $n$ $1$	İ
110	missing of the	6 MINITED PRAN	10000 WC	100,111	$\omega_{II}$	
The south	wat in AM ODA	less Int. The	1 Add wares.	a Willer	Thank	1
This success	ACRO DI TANTO	- 1- c	11	00 00 -000		}
		_	0			
Ord STEP	MANAGEMENT F	REPRESENTATIVE'S SIGNATURE	DATE RECEIVE	D	DATE ANSWERED	
DISPOSITION OF GRIEVANO	DE SE		. 1	<del></del> l		
			·			
·						

Jun. 10. 2011 2:51	n Ine council 61	150484	AFNo. 4180 - P. 1
	VANCE FORM	SBIEL	GRIEVANCE NUMBER
NAME OF EMPLOYEE (CHIEVANT)	SCC SEC NO lambassing dela	alad if not jilled inj	CLASSIFICATION
HOME ADDRESS	CITY STORE 2.7:10		HOME PHONE NUMBER
VIGLANDON MEDICOL	= CURSIFICATION	CENTER	IMMEDIATE SUPERVISOR  NST P. LETELSEN
STATEMENT OF GRIE	TOMOC	CONTRACT PICTATE	and that Applies.
		AMTICLE IV	SECTION Q X
STATE THE ISSUE INVOLVED AND THE OF	ATE THE INCHOEMT TOOK PLACE: DI GGINNELT MAS GIVE	ra Cancelina	Concerning Con
1 (2) (4) (4) (4) (5) (5) (5) (5) (6) (6) (6) (6) (6) (6) (6) (6) (6) (6		t to is the	e Fort Step of
allicipliae in I	MCC Holiew Gorcerni		
About disciply	ine 15 Unaverrand	sel and M	ot dustifical.
To Walke Gre	wont Whole M	2) Later of the open is	
ENTLOYEE (GHLYAND SIGNAUAE (COILC	0/3/11 -100000		STEWARDS SOC. SEC. NO. (processing 4)
(STEWARD) HOME ADDERS	CITY STATE 2 7/P		STEW AND SHOWS DEIGHOUS AND WINDS
ist STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	NS1 CO-5-1	DATE ANSWERED
DISPOSITION OF GRIEVANCE AFTILLIBLE	red Trade	lement.	) <u>l</u>
Massaconsons		Gues	a ANFWAYZI
AN-CE MEN TO		amf	
2nd STEP	MANABEMENT REPRESENTATIVES SIGNATURE	OATE RECEIVED	CATE ANSWERED
DISPOSITION OF GRIEVANCE Managener agr	eas to rescind as	eieurude Com	seling 4 to
follow Nuesine	Staff Trade Police	y Regnieing	teader are efa
between two.	Hadd.	<i>J.</i>	
3rd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE			
		4	



# AFSOME COUNCIL 67 9:20 Am GRIEWANCE FORM

() = 05	507 SR7	S
SCME LOCA	L.	

IAF

ì	,,,	001	** 6		J ~ L
		2	4	برويم	7
-		<u></u>	_/_		<u> </u>

CONTRACT

GRIEVANCE NUMBER

CLASSIFICATION

HOME PHONE NUMBER	•
	i
	ı

NAME OF EMPLOYEE (GRIEVANT)

CITY, STATE &, ZIP FT. MADIUGN In

SCC. SEC. NO. (processing delayed if not filled in)

WORK LOCATION

HOME ADDRESS

LIST

	CONTRACT VIOLATI	ON
	ARTICLE	SECTION
	IY	9
_		

I STATE THE ISSUE INVOLVED AND TO	IE DATE THE INCIDE	NI TOOK FLACE.			:/	/	
ON Jun 2nd Z	011 66 61	1104 818	receive	à bit	17/20 12/11	MAJUST.	165
1-		•			/		
مبر • ر	A = A	7. /				đ	
STOTMENTS USER for	MISCIALIKE	dill Noi	MATCh 5	TOTE SHEPSI	GS. SPCDICY.	1100125	5/100
		-	•				
The other was are	r 11 /1						
1 // i = 1////// // // // // //	Jestlenkall						

discipliNE was A	OT T	0/1/2012/10	,,			·	
ADJUSTMENT REQUIRED:		<del>.</del>		<del></del>			
17 1	1	1.1/2 20	u mil	Alex	1:	1000	

		· · · · · · · · · · · · · · · · · · ·	
EMPLOYEE (GRIEVANT) SIGNATURE (optional)	DATE	UNION STEWARD STEIGHATURS	STEWARD

SOC. SEC. NO. (processing de-

(STEWARD) HOME ADDRESS CITY, STATE & ZIE

isi STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE DATE P	6/9//1 DATE ANSWERED
DISPOSITION OF CALEVANCE:	Dunloce this step. M	ove to the
next of	to A Henous.	

2nd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE:	Writte reminer	who	removed
	in mediately		
Q. Aid	ol du 4		

3rd STEP	MANAGEMENT REPRESENTATIVE'S SIGNATURE	DATE RECEIVED	DATE ANSWERED
DISPOSITION OF GRIEVANCE:			



### AFSCME COUNCIL'61 GRIEVANCE FORM

11-05a7 BAITB

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRACT

CONTRA

					_		/65
MAME OF EMPLOYEE (GRIEVANT)	-CO162	SEC. NO. (processing	delayed if not filled	in)	FLASSIFICATION		
HOME ADDRESS WHITE LOCATION	CATA	355			HOME PHONE N	UMPER	
Statement of Griev	gir (manyiarga) da 172 (manoar manoar na 187 Al-Perus mal e a la Perus			CONTRACT VIOLATION	· J		
STATE THE ISSUE INVOLVED AND THE DAT	E THE INCIDENT TOOK	PLACE:				<u> </u>	
Stranger Harry		S WITH	् ११४ इन्युर्गान		2 10 (		
	:	الخويس-		artice 14	Sath	<u>~</u>	
AU GL AL C	chells of	Anny distance				Santana and and and and and and and and and	
-		MIKA	grig parce	idell.		THE STREET STREET	
The designative place of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control		نى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى ئىلىرىيىنى			•	*****************************	
- EMPLOYEE (GRIEVANT) SIGNATURE (option		LISTON OFF	NARD'Ş SIGNATUR		CTUANDO		
STEWARD HOME ADDRESS		TY SIATE Z ZIR	WAND SOUNAUL	1	STEWARDS SOO delayed if not till (STEWARD) HON	ed In)	
					) SIEWARD ROM	IE PENNE NUME	DEN .
st STEP	MANAGEMENT REPRE	sentativejs signatu Viilga	IRE	DATE BEGEIVED	DATE	ANSWERED	***************************************
DISPOSITION OF GRIEVANZE		rid fill	To the	e fastle			CHICAGO CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CON
				in the second		1.55	26333
1659H		<u> </u>	= 5 (	o-0011			2523
nd STEP {	MANAGEMENT HEPRE	SENTÂTIVE'S SIGNATI	IRS	DATE RECEIVED	fax	AŅSWERED	
DISPOSITION OF GRIEVANCE;	Dunly	1 Aly	2	LL6-ahl		/11/20 1	11
Vessland The re	grimanol.	we be	remove	2 cham the	e queve	<u> </u>	
Lelevin 6 mos	1the prov	ided their	are no	further inst	ances of	similar	
violation in the w	terin !	Green	is without	roum, of	ellen	15	
rd STEP	MANAGEMENT REPRES	CON-Cresed	RE.	DATE RECEIVED	DATE	ANSWERED	<u>U</u>
SPOSITION OF GRIEVANCE						" COTTEM CO	
THE SOLIDIES OF THE SOLIDIE	0.00 y 6.00 y				-	· · · · · · · · · · · · · · · · · · ·	
	Transfer Landing and Frank Shire (Transport January Shire) (2)			The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s	Was sawate book on the same of the sawa		

SEND TO COUNCIL 61

12



### AFSONE COUNCIL 61 CRIEVANCE FORM BALTB

30.5		GRIEVANCE NUMBER A
NAME OF EMPLOYEE (GRIEVANT) NAMAY JONES HOME ADDRESS	SOC. SEC. NO. (pucrossing delayed if not filled in)	CLASSIFICATION ATW
WORK LOCATION 4-9 OLI		HOME PHONE NUMBER ( )  IMMEDIATE SUPERVISOR
STATEMENT OF GRIEVANCE	11-0539	MARCHATE SUPERVISOR KYTY LEISTEN RTS  4 All Southwas 7 Addes that

STATE THE ICO IS BROWNED	where are a second recommendate without		200000000000000000000000000000000000000		TICLE []		SECTION	O P	TETETR
STATE THE ISSUE INVOLVED	VEN H-1)	VE CHY!	repersi	an an	6-13-1	/, /	gate and		
			•						
AOJUSTMENT REQUIRED:	en en en en en en en en en en en en en e	CO ASS with the first the second section of the second section of the second section of the second section of the second section of the second section of the second section of the second section of the second section of the second section of the second section of the second section of the second section of the second section of the second section of the second section of the section of the second section of the section of the second section of the second section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of t		TEES THE WAS A STATE OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PAR			·-		
out of file	Dreday	<u>Suspensio</u>	N retu	nel o	Emon	ies	उंताः	scip	line
					A A A A A A A A A A A A A A A A A A A	- Marine Transport			
EMPLOYEE (GRIEVANT) SIGNA	TURE (optional)	B-27-11	UNION STEWARD	Y) IGNAJUHE J STELDIG		STEWAR delayed i	IDS SOC. SEC	. NO. (proc	:aasing
	· ·	Lax st	Anton Later Supplementation			(STEWAE	<u>10)-ROME-BH</u>	ONE MUME	EB.
st Step	MANAGI	MENT REPRESENTAT	ve's signature	DAT	E AECEIVED	The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s	DATE ANSW	/ERED	
DISPOSITION OF GRIEVANCE		L. Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Con					1	-	
A COMMONDER OF THE OWNER, WHEN THE PARTY OF THE OWNER, WHEN THE PARTY OF THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE OWNER, WHEN THE O			A-0-			· · · · · · · · · · · · · · · · · · ·		=/=:	

9 2 3 2 3 5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	MANAGEMENT DEDDECENTATIONS MANAGEMEN				
	Management representative's signature	DATE RECEIVED	DATE ANSWERED		
DISPOSITION OF GRIEVANCE					
			•		
	VOLCE ON THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE	111111111111111111111111111111111111111			
2004					

2nd STEP DATE ANSWERED MSPCSITION OF GRIEVANCE 3rd STEP MANAGEMENT REPRESENTATIVE'S SIGNATURE DATE RECEIVED DATE ANSWERED

DISPOSITION OF GRIEVANCE



# AFSCME COUNCIL 61 ||-057| GRIEVANCE FORM

	AFECME LOCAL	
	27	
-	CONTRACT	
	Thesty	
ı	GRIEVANCE NUMBER	

		3 35 2 62 5 2			GRIEVANCE NU		5 4 7
NAME OF EMPLOYES (GRIE!ANT)	s	OC, SEC. NO. (processi	ng delayed if not filled	in) -	CUASSIFICATION	N ,	341
HOME ADDRESS		CITY, STATE, & ZIP			TO I W	1/CMA	
ACTIVITY OF SECTION AND SECTION ASSESSMENT		ITI STATE, WEIL			HOME PHONE I	NOWIGER	į
WORK LOCATION  CLECK > VM	~ 13.3	<u>. Approvide de de la jame</u>			IMMEDIATE SUP		
LAILY DIGHT	Sp. 133	,			(UU)	Wolfers	
STATEMENT OF GRIEV	ANCE	÷		CONTRACT VIOLATIO	И		
				AATICLE	SECT	10N (Y	
STATE THE ISSUE INVOLVED AND THE DATE	Schere		a planyment	- 00 1 -	20-11-	11.	<del></del>
	ğ		V branzage It	other ad	)	- 1-	
JUST CALL IN A	U-TICK D	L Sictor	TV - 11/1	JUHU- 907	ICIES OF	& (TEJN)	
telivant							
ADJUSTMENT REQUIRED:	-10	IMLE SIN	wace Who	دار.			-
		, U					
	Acceptable and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second and a second a second and cond and						
EMPLOYEE (GRIEVANT) SIGNATURE (option	nal) DATE	19-11 UNIONS	TEWASE'S BIGINATUR	1-1111	STEWARDS SC delayed if not fil	C. SEC. NO. (process lled in)	ing
(STEWARD) HOME		CLTY, STATE, & ZIP			ISTEWARD) HO	ME PHONE NUMBER	
من مسر مسر م				<b></b>			
1st STEP	MANAGEMENT RE	PRESENTATIVE'S SIGNA	ATURE	DATE RECEIVED	DAT	EANSWERED	
DISPOSITION OF GRIEVANCE							
		**************************************		**************************************			
	<del></del>					,	
2nd STEP	MANAGEMENT RE	PRESENTATIVE'S SIGNA	NTURE	DATE RECEIVED	DATE	EANSWERED	
DISPOSITION OF GRIEVANCE				<u> </u>	<u>_</u>		
	3		····				
			<b>.</b>		11	1	
			ŊĤ	IN PAS	龙二		
3rd STEP	MANAGEMENT RE	PRESENTATIVE'S SIGNA	TURE	DATE RECEIVED	T/1 DATE	ANSWEDED !!	
DISPOSITION OF GRIEVANCE		500		1	<u>'/                                    </u>	10000	
Cesseud by I tential a	2 tement	. The ghe	rent well	be reinstati	Duithour	t barbigay	
or benefits and will		And the second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second s	and the second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second s				
<u> </u>	10 mulia	yun maa	way wis	neinitarine	wr. vv	· · · · · · · ·	
orthonoun the appaint	y si the	TO PROCE	but.				_