| - <b>लाराह्य</b> | ANGO, IN         | เช่ากรณ | î?\ZF[(  | ).Y              |       |        |              |                       |         |                 |
|------------------|------------------|---------|----------|------------------|-------|--------|--------------|-----------------------|---------|-----------------|
| AFSCME           | Grievano         | e #     | 124229   |                  |       | 1      | DAS Gri      | evance #              | ŧ [1    | 4-0412          |
| Grievant         | Name             | Jennit  | er Beier |                  |       |        |              |                       |         |                 |
| Departn          | nent/Loca        | ıtlon   | Glenwo   | ood Resource Cen | iter  | AFSO   | CME Rep      | <br>oresentat         | tive    | Julie Dake Abel |
| Issue:           | TER              |         |          | (Choose          | one o | of the | followi      | ng)                   |         |                 |
| CI               | Arification      | on (Co  | ontrac   | t Language       | issue | e.) [  | OlSciplin    | ne (Other             | tha     | n following.)   |
| SU               | JS(*)pens        | lon     | TER      | Rmination        |       | ('     | *) = # of Da | ıys Exam <sub>l</sub> | ple: Sl | JS(15)          |
| DOGK             | व्यक्ष्मार्गरेश) | 11/1/1  | YON.     |                  |       |        |              |                       |         |                 |
| Docket #         | DHS-14-          | 0053    |          | Da               | ate H | eard   | 06/26/2      | 014                   |         |                 |
| RBS0             | EUTE (ONE)       | VITO):  | Mirki.   | (0)4             |       |        |              |                       |         |                 |
| Resoluti         | on: RI           | S       |          |                  |       |        |              |                       |         |                 |
| (Choose          | one of the       | ne foll | lowing   | g) RESolved      | D     | ENied  | SU           | JStained              | De      | adlocked        |
| RESOLU           | TION DES         | CRIPT   | ION:     |                  |       |        |              |                       |         |                 |
| The dec          | ision of the     | Panel   |          |                  | .1 •  |        |              | <del></del>           |         |                 |

- 1. The grievant will be allowed to resign effective the date of termination.
- 2. The grievant will submit a written letter of resignation no later than 07/10/2014. If the letter is not submitted the grievance will be denied.
- 3. The letter of resignation will replace the letter of termination in the employees file.
- 4. Request for references will be responded to with date of hire, date of resignation, rate she was earning at the time she resigned.

Jeff Edgar

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME lowa Council 61

Assistant to the President

Union Co-Chair

M. Gra

6/24/14

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

Settlement

15-007 NB 7/4/14 (m Rec 7/14/14 emai)

#### GRIDVANCE INTORWATION 8<sup>771</sup> District 114224 **IDAS Grievance #** AFSCME Grievance # **Dale Squires** Grlevant Name 8th Judicial District Otto Groenewald **AFSCME** Representative Department/Location (Choose one of the following) Issue: SUS(3) Discipline (Other than following.) **CLA**rification (Contract Language issue.) SUS(\*)pension **TERmination** (\*) = # of Days - - Example: $SUS^{(15)}$ ID O OKADYI INTORAWAYD (O N CBC-14-0008 7/11/2014 Date Heard Docket # RESOLUTION INFORWATION RES Resolution: SUStained Deadlocked (Choose one of the following) RESolved **DENied** RESOLUTION DESCRIPTION: The decision of the Panel is: 1. The 3 day suspension shall be reduced to a 1 day suspension. 2. There shall be no back pay awarded.

**Neil Barrick** 

Iowa Department of Administrative Services, Human Resources Enterprise

This decision is non-precedent setting.

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

William .

777 Data

#### GRIÐVANCE INKORNATION

| AFSCM                    | E Grievano  | :e #  | 98976  |  |                               | IDAS                                      | Grie               | vance #         | 14-    | 0210             |
|--------------------------|---|---|--|--|-------------------------------|---|--------------------|-----------------|--------|------------------|
| Grievar                  | nt Name   | Jenn  | ifer Ledvina   | - B  |                               | i a v.                                    |                    |                 |        |                  |
| Departi                  | ment/Loca   | ation   | Newton C   | orrectional Fac  | ility                         | AFSCME I                                  | Repi               | resentati       | ve     | Adam Swihart     |
| Issue:                   | SUS(5)  | <u>.</u>  |  | (Choose  | one o                         | )<br>of the follo                         | win                | g)              |        |                  |
|                          | CLArification   | on (C   | ontract  | Language   | issue                         | e.) DiScip                                | pline              | e (Other 1      | than   | following.)      |
| S                        | SUS(*)pens  | ion   | TERm   | nination   |                               | (*) = # O                                 | of Day             | s – – Exampl    | e: SUS | (15)             |
| DOG:                     | ADIT INFO   | RIVIA   | N(O)N  |  |                               |   |                    |                 |        |                  |
|                          |   |   |  |  |                               | •   |                    |                 |        |                  |
| Docket                   | # DOC-14  | -0083   |  |  |                               |   |                    | Date            | Hea    | 07/31/2014<br>rd |
| RIDS(                    | )LUTVO)NE   | ANIDO   | RMATH(   | N(   |                               |   |                    |                 |        |                  |
| Resolut                  | tion: R   | ES  |  |  |                               |   |                    |                 |        |                  |
| (Choos                   | e one of t  | he fo   | llowing)   | RESolved   |                               | ENied                                     | SU:                | Stained         | Dea    | adlocked         |
| RESOLU                   | JTION DES   | CRIP  | TION:  |  |                               |   |                    |                 |        |                  |
| The de 1, 2. 3. 4. 5. 6. | The grievant sha<br>If there is no dis<br>If reduced unde | spension<br>all be give<br>cipline o<br>r numbe<br>a Code S | shall be reduce<br>en two days of<br>f like nature fre<br>r 3 above there<br>ection 22.13 th | ed to a 3 day suspe<br>back pay and accru<br>om 7/31/2014 to 7<br>e shall be no back p<br>sis document may i | uals at ti<br>/31/201<br>pay. | he rate she was ear<br>5. The 3 day suspe | rning o<br>nsion s | hall be reduced | to a 1 | đay suspension.  |

Laura Mommsen

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

**AFSCME Iowa Council 61** Assistant to the President

Union Co-Chair

### GRIDVANCE INFORMATION

|         |                         | <u> </u>         |                     | ì      |                                      |                  |                                     |
|---------|-------------------------|------------------|---------------------|--------|--------------------------------------|------------------|-------------------------------------|
| AFSCM   | E Grievanc              | e # 116285       |                     |        | IDAS Gri                             | evance #         | 14-0489                             |
| Grievar | nt Name                 | Samuel Fierro    |                     |        |                                      |                  |                                     |
| Departi | ment/Loca               | tion Anamo       | sa State Penitentia | ary    | AFSCME Rep                           | –<br>oresentativ | Robin White                         |
| lssue:  | DIS                     |                  | (Choose o           | one d  | of the following                     | ng)              |                                     |
| C       | CLArification           | on (Contrac      | t Language i        | issue  | .) DiSciplin                         | e (Other t       | han following.)                     |
| S       | SUS(*)pens              | ion TEF          | <b>l</b> mination   |        | (*) = # of Da                        | ys Example       | : SUS(15)                           |
| Doek    | ADT INCO)               | RNAVYON          |                     |        |                                      |                  |                                     |
| Docket  | # DOC-14-               | 0134             | Da                  | ate He | 08/14/20                             | 014              |                                     |
| RDS10   | )LUTION I               | NEORWAY          | ION                 |        |                                      |                  |                                     |
| Resolut | tion: RI                | ES               |                     |        |                                      |                  |                                     |
| (Choos  | e one of tl             | he followin      | g) <b>RES</b> olved | Đ      | ENied SU                             | lStained         | Deadlocked                          |
| RESOLI  | JTION DES               | CRIPTION:        |                     |        |                                      |                  |                                     |
| 1.      | removed.<br>Pursuant to | o further discip | ction 22.13 this    | •      | or to 12/18/2014<br>nent may be publ |                  | eprimand shall be<br>n DAS website. |

**Teddra Porteous** 

lowa Department of Administrative Services, Human Resources Enterprise

Date

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

D

#### GRIEVANCE INFORMATION

| AFSCME                | E Grievano                    | ce # 12411                          | 7  |        | IDAS Grie              | evance #           | 14-0286            |
|-----------------------|-------------------------------|-------------------------------------|--|--------|------------------------|--------------------|--------------------|
| Grievan               | t Name                        | Billy Jo Cart                       | er   |        |                        |                    |                    |
| Departr               | ment/Loca                     | ation Gleny                         | vood Resource Cente  | er     | AFSCME Rep             | resentativ         | Ye Julie Dake Abel |
| lssue:                | SUS(3)                        |                                     | (Choose o  | ne of  | the followin           | g)                 |                    |
| C                     | LArification                  | on (Contra                          | -<br>ct Language is  | ssue.  | ) DiSciplin            | e (Other t         | han following.)    |
| S                     | US(*)pens                     | ion TE                              | Rmination  |        | (*) = # of Day         | /s – – Example     | ; SUSass           |
| DOCK                  | IPIL INEO)                    | RMATION                             |  |        |                        |                    |                    |
| Docket #              | # DHS-14-                     | 0052                                | Da   | te He  | 08/28/20<br>ard        | 114                |                    |
| RESO                  | IIUTTONI                      | NEORMAY                             | VON  |        |                        |                    |                    |
| Resolut               | ion: RI                       | ES                                  |  |        |                        |                    |                    |
| (Choose               | e one of the                  | he followir                         | g) RESolved  | DE     | Nied SU                | Stained            | Deadlocked         |
| RESOLU                | TION DES                      | CRIPTION:                           |  |        |                        |                    |                    |
| 1.<br>2.<br>3.        | The grievant<br>Pursuant to l | y suspension si<br>shall be given t | nall be removed effe<br>hree days of back pa<br>lon 22.13 this docun<br>ent setting. | ay and | accruals at the rat    |                    |                    |
| Jeff Edga<br>Iowa Dep |                               | Administrati                        | ve   |        | Mark Frym<br>AFSCMF Io | oyer<br>wa Council | 61                 |

Date

Services, Human Resources Enterprise

Management Co-Chair

Assistant to the President Union Co~Chair

928/14 Date

#### GRIEVANCE INFORMATION

|   | _   |  |                                    |                              |                   |  |  |  |  |
|---|---|--|------------------------------------|------------------------------|-------------------|--|--|--|--|
| AFSCME Grievan  | ce#   | 124484   |                                    | IDAS Grievance #             | 14-0501           |  |  |  |  |
| Grievant Name   | Staci   | Wallace  |                                    |                              |                   |  |  |  |  |
| Department/Loc  | ation   | Glenwood Resource Cen  | ter                                | AFSCME Representativ         | e Julie Dake Abel |  |  |  |  |
| Issue: TER (Choose one of the following)                                    |   |  |                                    |                              |                   |  |  |  |  |
| CLArificati   | on (Co  | ontract Language   | issue                              | e.) DIScipline (Other th     | nan following.)   |  |  |  |  |
| SUS(*)pens  | ion   | TERmination  |                                    | (*) = # of Days ~ - Example: | SUS(15)           |  |  |  |  |
| DOCKET INFO   | RIVIATI   | ľΟΝ  |                                    |                              |                   |  |  |  |  |
| Docket # DHS-14-  | 0022  | Da   | ate H                              | eard 08/28/2014              |                   |  |  |  |  |
| RESOLUTION  | NFOR  | RMATION  |                                    |                              |                   |  |  |  |  |
| Resolution: R   | ES  |  |                                    |                              | •                 |  |  |  |  |
| (Choose one of t  | he fol  | lowing) RESolved   | . D                                | ENied SUStained              | Deadlocked        |  |  |  |  |
| RESOLUTION DES  | CRIPT   | TION:  |                                    |                              | -                 |  |  |  |  |
| Department of F  2. If the letter of re to 7/2/2014. 3. If the letter of re | l be allow<br>luman Ser<br>signation i<br>signation i<br>a Code Sec | ed to resign effective 7/2/2014 and refees. Grievant will turn in a let is received the grievant shall receive the grievance shall refee is not received the grievance shall the grievance | ter of re<br>vive bac<br>Il be dea |                              | 48                |  |  |  |  |

Jeff Edgar

lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

8/28/14

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

Myss.

8/28/14

#### GRIEVANCE INFORMATION

| AFSCME Grievand  | ce # 12482   | 5   | ID/   | AS Grievance #               | 14-0384   |  |  |
|--|--|---|---|------------------------------|---|--|--|
| Grievant Name  | Spikey Edwa  | urds  |   |                              |   |  |  |
| Department/Loc   | ation Anam   | osa State Penitentiary  | AFSCM   | E Representati               | /e Robin White  |  |  |
| Issue: TER   |  | (Choose or  | ne of the fo                                    | llowing)                     |   |  |  |
| CLArificati  | on (Contra   | ਾ<br>ct Language is   | sue.) DIS                                       | Scipline (Other              | than following.)  |  |  |
| SUS(*)pens   | sion TE  | Rmination   | (*) =   | # of Days Exampl             | e; <b>SUS</b> (15)                                      |  |  |
| DOCKETINEO   | RWATION  |   |   |                              |   |  |  |
| Docket #   | -0003  | Dat   | e Heard   | 09/12/2014                   |   |  |  |
| RESOLUTION   | INFORMA  | PION  |   |                              |   |  |  |
| Resolution: R  | ES   |   |   |                              |   |  |  |
| (Choose one of t   | he following   | ng) RESolved  | DENied  | SUStained                    | Deadlocked  |  |  |
| RESOLUTION DES   | SCRIPTION  |   |   |                              |   |  |  |
| Department of 0  2. If the letter of resolved in the letter of resolve | ill be allowed to res<br>Corrections, Grieves<br>esignation is receives<br>esignation is not re- | ant will turn in a letter of a<br>ed the grievant shall receiv<br>ceived the grievance shall l<br>13 this document may be | esignation no later to<br>the back pay and acci | uals at the rate he would he | oyment with the fowa<br>ave been earning on 2/3/2014 to |  |  |
| Jeff Edgar   |  |   | Mai   | k Frymoyer                   |   |  |  |
| lowa Department of   |  |   |   | CME Iowa Council             |   |  |  |
| Services, Human Re   | sources Ente   | rprise  | Ass   | istant to the Presi          | dent  |  |  |

Date

Management Co-Chair

Assistant to the President Union Co-Chair

Nlyn 7/2/14 Date

| (e) RHDWAN(CIDAIN)   | IROJRIJIASTILOJU  |   |
|--|---|---|
|  |   |   |
| AFSCME Grievanc  | e # 92670   | IDAS Grievance #                                |
| Grievant Name  | Martin Lawrence   |   |
| Department/Loca  | ation 1 <sup>31</sup> Judicial Distri   | AFSCME Representative Robin White               |
| Issue: TER   | (Ch   | oose one of the following)                      |
| CLArification  | on (Contract Lang   | uage Issue.) DIScipline (Other than following.) |
| SUS(*)pens   | lon TERminat  | On (*) = # of Days Example: SUS(15)             |
| jo(e)(e)(de)(lla)(N)(l(e)  | RIVAYÜÖN  |   |
| Docket #   | 0002  | Date Heard 09/12/2014                           |
| วสอเรเอายอยยัง(อากอ  | i <u>N</u> EOSANARION   |   |
| Resolution: RI   | ES  |   |
| (Choose one of t   | he following) RES   | olved DENied SUStained Deadlocked               |
| RESOLUTION DES   | CRIPTION:   |   |
| 2. The grievant stir 3. The grievant stir 4. The grievant stir 5. The grievant stir 6. Pursuant to low | all be returued to work no later t<br>all be paid a lump sum payment<br>all bave 80 hours of vacation ad<br>all retain his original seniority d | of\$2136.                                       |
| Jeff Edgar   |   | Mark Frymoyer                                   |
| lowa Department of   | •   | AFSCME Iowa Council 61                          |
| Services, Human Res  |   | Assistant to the President                      |
| Management Co-Ch   | air   | Union Co-Chair                                  |

#### GRIEVANCE INFORMATION

|   |   |         | ·       |              | 1     |        |      |         |    |             |  |
|---|---|---------|---------|--------------|-------|--------|------|---------|----|-------------|--|
| AFSCME  | : Grievan   | ce #    | 121988  | }            |       | IDAS ( | Grie | vance # | 14 | -0506       |  |
| Grievan   | t Name  | Ryan    | Masters |              |       |        |      |         |    |             |  |
| Department/Location Waterloo Maintenance Garage AFSCME Representative Robin White |   |         |         |              |       |        |      |         |    | Robin White |  |
| Issue:  | Issue: SUS(5) (Choose one of the following)                                 |         |         |              |       |        |      |         |    |             |  |
| C   | CLArification (Contract Language issue.) DIScipline (Other than following.) |         |         |              |       |        |      |         |    |             |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(*)                         |   |         |         |              |       |        |      |         |    |             |  |
| D(e(e)k   | DOCKET INFORWATION  |         |         |              |       |        |      |         |    |             |  |
| Docket a  | # DOT-1:  | 5-0002  |         | Ď            | ate H |        | 9/20 | 14      |    |             |  |
| RIDS(0  | LUTION  | INFO    | RMAT    | ION          |       |        |      |         |    |             |  |
| Resolut   | ion:  | RES     |         |              |       |        |      |         |    |             |  |
| (Choose   | (Choose one of the following) RESolved DENied SUStained Deadlocked          |         |         |              |       |        |      |         |    |             |  |
| RESOLUTION DESCRIPTION:   |   |         |         |              |       |        |      |         |    |             |  |
| The de  | cision of t   | ne Pano | el is:  | <del> </del> |       |        |      |         |    |             |  |

- 1. The five day suspension shall be reduced to a three day suspension.
- 2. The grievant shall be reimbursed 2 days back pay and accruals at the rate he was earning on May 1<sup>st</sup>, 2014.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

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

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

#### GRIBVANCE INFORMATION

| AFSCME Grievanc                              | [      | 121986               |                    |                | C Cularana a      | 14-0507         |  |  |  |  |  |
|--|--------|----------------------|--------------------|----------------|-------------------|-----------------|--|--|--|--|--|
| Aracivic dilevand                            | e #-   |                      | ,l                 | IDA:           | S Grievance #     |                 |  |  |  |  |  |
| Grievant Name                                | Datry  | n Abben              | · .                |                |                   |                 |  |  |  |  |  |
| Department/Loca                              | ition  | Waterloo M<br>Garage | <b>Maintenance</b> | AFSCM          | E Representativ   | Robin White     |  |  |  |  |  |
| Issue: sus(10) (Choose one of the following) |        |                      |                    |                |                   |                 |  |  |  |  |  |
| CLArification                                | on (Co | ontract L            | anguage Is         | sue.) DISc     | cipline (Other t  | han following.) |  |  |  |  |  |
| SUS(*)pensi                                  | ion    | TERm                 | ination            | · (*) = ‡      | # of Days Example | : SUS(15)       |  |  |  |  |  |
| DOCKET INFOR                                 | RIMAT  | NONE :               |                    |                |                   |                 |  |  |  |  |  |
| Docket #                                     | 0004   |                      | Date               | e Heard        | 0/09/2014         |                 |  |  |  |  |  |
| RESOLUTIONI                                  | NFOR   | RMATIO.              | N                  |                |                   |                 |  |  |  |  |  |
| Resolution: RE                               | S      |                      |                    |                |                   |                 |  |  |  |  |  |
| (Choose one of the                           | ne fol | lowing)              | RESolved           | <b>DEN</b> led | SUStained         | Deadlocked      |  |  |  |  |  |
| RESOLUTION DES                               | CRIPT  | ION:                 |                    | ·<br>          |                   |                 |  |  |  |  |  |

#### The decision of the Panel is:

- 1. The ten day suspension and final warning shall be reduced to a five day suspension.
- 2. The grievant shall be reimbursed five days of back pay and accruals at the rate he was earning on May 1<sup>st</sup>, 2014.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

**Teddra Porteous** 

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME lowa Council 61

Assistant to the President

Union Co-Chair

ate

Date.

#### GRIEVANCE INFORMATION

| AFSCMI   | E Grievano  | e # 94977    |                        |          | IDAS      | Grievance #      | 14     | -0492       |  |  |
|----------|---|--------------|------------------------|----------|-----------|------------------|--------|-------------|--|--|
| Grievan  | t Name  | William Mitc | hell                   |          |           |                  |        |             |  |  |
| Departi  | nent/Loca   | Ation Indepe | ndence Mental Hea<br>e | lth AF   | SCME      | <br>Representati | ve     | Robin White |  |  |
| lssue:   | SUS(1)  | l            | (Choose o              | ne of th | ne follo  | wing)            |        |             |  |  |
| C        | CLArification (Contract Language issue.) DIScipline (Other than following.) |              |                        |          |           |                  |        |             |  |  |
| S        | US(*)pens   | ion TEI      | Rmination              |          | (*) = # ( | of Days Exampl   | e: SU: | S(13)       |  |  |
| Dock     | IDT INTO)   | RWATION      |                        |          |           |                  |        |             |  |  |
| Docket : | # DHS-15-   | 0019         | Da                     | te Heard |           | 09/2014          |        |             |  |  |
| INDIS(0  | LUTION I  | NEORWAT      | ION                    |          |           |                  |        |             |  |  |
| Resolut  | ion: R  | ES           |                        |          |           |                  |        |             |  |  |
| (Choose  | e one of the  | he followin  | g) RESolved            | DEN      | ed        | SUStained        | Dea    | adlocked    |  |  |
| RESOLU   | ITION DES   | CRIPTION:    |                        |          |           |                  |        |             |  |  |
| The de   | cision of the   |              | shall be remove        | d from t | he empl   | wees file        |        |             |  |  |

3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.

**Teddra Porteous** 

Iowa Department of Administrative Services, Human Resources Enterprise

2. The employee will not receive back pay or accruals.

4. This decision is non precedent setting.

Management Co-Chair

Mark Frymoyer

**AFSCME Iowa Council 61** 

Assistant to the President

Union Co-Chair

My

15/9/14

#### GRIBVANCE INFORWATION

| -                    |                                  |  |                   |
|----------------------|----------------------------------|--|-------------------|
| AFSCME Grievance #   | 121987                           | IDAS Grievance #   | 14-0508           |
| Grievant Name        | n Kohler                         |  |                   |
| Department/Location  | n Waterloo Maintenance<br>Garage | AFSCME Representati  | Robin White       |
| Issue: SUS(5)        | (Choose or                       | ne of the following)   |                   |
| CLArification (      | Contract Language is             | sue.) DIScipline (Other                                      | than following.)  |
| SUS(*)pension        | TERmination                      | (*) = # of Days Exampl                                       | e: SUS(15)        |
| DOCKET # DOT-15-0003 |                                  | e Heard 10/09/2014   |                   |
| RESOLUTION INC       | ORMATION                         |  |                   |
| Resolution: RES      |                                  |  |                   |
| (Choose one of the f | ollowing) RESolved               | DENied SUStained   | Deadlocked        |
| RESOLUTION DESCRI    | PTION:                           |  |                   |
|                      | spension shall be reduced        | I to a 1 day suspension.<br>ack pay and accruals at the rate | he was earning on |

3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.

Teddra Porteous

lowa Department of Administrative Services, Human Resources Enterprise

4. This decision is non precedent setting.

May 1, 2014.

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

Date

|              | vangs l    |           |                   |                   |        |                  |                   |                  |
|--------------|------------|-----------|-------------------|-------------------|--------|------------------|-------------------|------------------|
| AFSCM        | E Grievano | ce # 1    | 23790             |                   |        | IDAS Grie        | vance #           | 4-0355           |
| Grievar      | ıt Name    | Phillip 1 | Barnes            |                   |        |                  |                   |                  |
| Departi      | ment/Loca  |           | owa Med<br>Center | dical Classificat | ion    | AFSCME Repr      | esentative        | Earlene Anderson |
| Issue:       | TER        |           |                   | (Choose o         | one c  | of the following | g)                |                  |
| C            | LArificati | on (Cor   | ntract            | Language i        | issue  | .) DIScipline    | (Other than       | n following.)    |
| S            | US(*)pens  | ion       | TERn              | nination          |        | (*) = # of Days  | s – – Example: SU | JS(18)           |
| ing.         | ENTE (NTO) | AVÜVI     |                   |                   |        |                  |                   |                  |
| Docket       | # DOC-14-  | 0104      |                   | Da                | ate He | 07/10/201        | 4                 |                  |
| PESC<br>STEE |            | NTC OTA   | ALVEIE            |                   |        |                  |                   |                  |
| Resolut      | ion: Re    | es        |                   |                   | ·      |                  |                   |                  |
| (Choos       | e one of t | he follo  | wing)             | RESolved          | D      | ENied SUS        | itained De        | adlocked         |
| DESOL1       | ITION DES  | CRIPTI    | ΩN!·              |                   |        | •                |                   |                  |

#### The decision of the Panel is:

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

Teddra Porteous

lowa Department of Administrative

Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

#### GRIDVANCE INFORWATION

Services, Human Resources Enterprise

Management Co-Chair

| AFSCME Grievand    | ce # 121878                   | IDAS Grievance #  | 14-0153        |
|--------------------|-------------------------------|---|----------------|
| Grievant Name      | William Mitchell              |   |                |
| Department/Loca    | ation Independence Mental Hea | AFSCME Representative   | Robin White    |
| Issue: DIS         | (Choose o                     | one of the following)   | . ,            |
| CLArificati        | on (Contract Language i       | ssue.) DIScipline (Other th   | an following.) |
| SUS(*)pens         | sion TERmination              | (*) = # of Days Example:  | SUS(45)        |
| DOCKOT INKO        | RIVATION                      |   |                |
| Docket # DHS-15-   |                               | 10/09/2014<br>te Heard  |                |
| RESOLUTION         | INFORMATION                   |   |                |
| Resolution: R      | ES                            |   |                |
| (Choose one of t   | he following) RESolved        | DENied SUStained D  | eadlocked      |
| RESOLUTION DES     | SCRIPTION:                    |   |                |
| 2. Pursuant to     | n reprimand will be removed   | from the employees file effective 3 is document may be publicly poste |                |
| Teddra Porteous    |                               | Mark Frymoyer   |                |
| lowa Department of | Administrative                | AFSCME lowa Council 6   | 1              |

AFSCME Iowa Council 61 Assistant to the President

Union Co-Chair

### GRIDVANCE INFORMATION

| AFSCME Grievance # 97754 IDAS Grievance  | # 14-0231  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|
| Grievant Name Sarah Zaruba   |  |  |  |  |  |  |  |
| Department/Location Newton Correctional Facility AFSCME Representative Adam Swihart  |  |  |  |  |  |  |  |
| Issue: Sus(5) (Choose one of the following)  |  |  |  |  |  |  |  |
| CLArification (Contract Language Issue.) DIScipline (Othe  | r than following.)   |  |  |  |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Exam   | nple: SUS(15)  |  |  |  |  |  |  |
| DOCKETINEORWATION  |  |  |  |  |  |  |  |
| Docket # DOC-14-0097 Date Heard 09/26/2014   |  |  |  |  |  |  |  |
| RESOLUTION INFORMATION   |  |  |  |  |  |  |  |
| Resolution: RESOLVED   |  |  |  |  |  |  |  |
| (Choose one of the following) RESolved DENied SUStained  | Deadlocked   |  |  |  |  |  |  |
| RESOLUTION DESCRIPTION:  |  |  |  |  |  |  |  |
| The decision of the Panel is:  |  |  |  |  |  |  |  |
| The five (5) day suspension shall be reduced to a three (3) day suspension effective today, So Grievant shall receive one (1) day of back pay and accruals on April 26, 2015, at that rate she the discipline if there is no further discipline. | eptember 26, 2014, and the<br>e was earning at the time of |  |  |  |  |  |  |
| This settlement shall not be precedent setting. This resolution may be publicly posted on the  | DAS website.   |  |  |  |  |  |  |

Teddra Porteous

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Preston DeBoer

AFSCME Iowa Council 61 Union Representative

Union Co-Chair

Preston DeBen 9.26.1.

#### GRIDVANGE INFORMATION

|                          | ,                        |                            |                |
|--------------------------|--------------------------|----------------------------|----------------|
| AFSCME Grievance #       | 120846                   | IDAS Grievance #           | 14-0102        |
| Grievant Name Cind       | y Nicholson              |                            |                |
| Department/Location      | Glenwood Resource Center | AFSCME Representative      | Matt Butler    |
| Issue: SUS(1)            | (Choose one              | of the following)          |                |
| CLArification (C         | ontract Language issu    | e.) DIScipline (Other tha  | ın following.) |
| SUS(*)pension            | TERmination              | (*) = # of Days Example: S | ;US(15)        |
| DOORGERMAGRAA            | WON                      | ·                          |                |
| DHS-14-0026              | Date I                   | leard 09/25/2014           |                |
| RESOLUTIONINEO           | RWATION.                 |                            |                |
| Resolution: RES          |                          |                            |                |
| (Choose one of the fo    | llowing) RESolved I      | DENied SUStained D         | eadlocked      |
| RESOLUTION DESCRIP       | TION:                    |                            |                |
| The decision of the Pane | l is:                    |                            |                |

- 1. The one day suspension shall be removed from the file.
- 2. The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 8/13/2013.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

| Jeff Panknen                         |
|--------------------------------------|
| lowa Department of Administrative    |
| Services, Human Resources Enterprise |
| Management Co. Challe                |

Management Co-Chair

Mark Frymoyer
AFSCMF Iowa Co

AFSCME lowa Council 61
Assistant to the President

Union Co-Chair

My

7/25/14 Date

# SCHELLENA GERMAND GAVE ARTONE

| AFSCME Grievance #   | IDAS Grievance #  |  |  |  |  |
|--|---|--|--|--|--|
| Grievant Name Denise Carter-Shields  |   |  |  |  |  |
| Department/Location Iowa Correctional Institute for Women  | AFSCME Representative Adam Swihart                            |  |  |  |  |
| Issue: SUS(5) (Choose of   | one of the following)   |  |  |  |  |
| CLArification (Contract Language i   | ssue.) DIScipline (Other than following.)                     |  |  |  |  |
| SUS(*)pension TERmination  | (*) = # of Days Example: SUS(15)                              |  |  |  |  |
| PROJECTORES UNICOLISMATARICONE   |   |  |  |  |  |
| Docket # Doc-14-0121 Da  | ate Heard 10/31/2014  |  |  |  |  |
| ALEGARIA (E) MANTANTANTEN (E) UHERTO ETEKS   |   |  |  |  |  |
| Resolution: RES  |   |  |  |  |  |
| (Choose one of the following) RESolved   | DENied SUStained Deadlocked                                   |  |  |  |  |
| RESOLUTION DESCRIPTION:  |   |  |  |  |  |
| The decision of the Panel is:  1. The five day (40 hour) suspension shall be reduced.  2. The grievant shall be reimbursed 2 days (16 hour) 11/5/2013. | ours) of back pay and accounts at the rate she was earning on |  |  |  |  |
| Andrea Macy  | Mark Frymoyer   |  |  |  |  |
| lowa Department of Administrative  | AFSCME lowa Council 61  |  |  |  |  |
| Services, Human Resources Enterprise  Assistant to the President   |   |  |  |  |  |

| ECHNOM/MODENNIOR                                     | /AUUON  |   | •             |  |  |  |  |  |
|--|---|---|---------------|--|--|--|--|--|
| AFSCME Grievance #                                   | 120358  | IDAS Grievance #  |               |  |  |  |  |  |
| Grievant Name Breut Nelson                           |   |   |               |  |  |  |  |  |
| Department/Location                                  | 2 <sup>nd</sup> Judicial District   | AFSCME Representative   | Matt Butler   |  |  |  |  |  |
| Issue: TER (Choose one of the following)             |   |   |               |  |  |  |  |  |
| CLArification (Co                                    | <br>ontract Language is   | ssue.) DIScipline (Other tha  | n following.) |  |  |  |  |  |
| SUS(*)pension  | TERmination   | (*) = # of Days ~ ~ Example: St   | N2(12)        |  |  |  |  |  |
| ŢŊŎĬĠĹŶĠŖĬĬŢŊŶŖŎĠŖĬŊŊŶĬĬ                             | )(o))(  |   |               |  |  |  |  |  |
| Docket # CBC-15-0009                                 | Da  | 10/31/2014<br>te Heard  |               |  |  |  |  |  |
| PROSTOBUSE(ONGIVAO):                                 | N/KYU(ON  |   |               |  |  |  |  |  |
| Resolution: RES                                      |   |   |               |  |  |  |  |  |
| (Choose one of the following                         | lowing) RESolved  | DENied SUStained De   | eadlocked     |  |  |  |  |  |
| RESOLUTION DESCRIPT                                  | ION:  |   |               |  |  |  |  |  |
| than 11/14/2014 to th<br>2. If the letter of resigna | allowed to resign effective<br>the District Director,<br>ation is not received the grid<br>the Section 22,13 this docum | 7/i/2014. Grievant will turn in a letter of revance shall be denied. The nent may be publicly posted on DAS websi |               |  |  |  |  |  |
| Andréa Macy<br>lowa Department of Admin              | Istrative   | Mark Frymoyer<br>AFSCME Iowa Council 61   |               |  |  |  |  |  |
| Services, Human Resources                            |   | Assistant to the Presiden Union Co-Chair  | t             |  |  |  |  |  |
| Management Co-Chair Audera Mary                      | 10/31/14  | an Cym  | 10/3//2014    |  |  |  |  |  |
| $\smile$   | Date  | . •   | Date          |  |  |  |  |  |

## (CRAID)VAINCIDEINICORIŲIA (BIONE

| AFSCM          | E Grievano                               | e#                            | 125364   |        | IDAS G             | rievance #         | 14-0538          |  |
|----------------|--|-------------------------------|--|--------|--------------------|--------------------|------------------|--|
| Grievan        | t Name                                   | Jenn                          | fer MeVey  | •      |                    |                    |                  |  |
| Departr        | nent/Loca                                | ition                         | Anamosa State Penitenti  | ary    | AFSCME R           | epresentati        | Robin White      |  |
| Issue:         | SUS(5)                                   | (Choose one of the following) |  |        |                    |                    |                  |  |
| C              | LArification                             | on (C                         | ontract Language   | issu   | e.) DIScipl        | ine (Other 1       | than following.) |  |
| S              | US(*)pens                                | ion                           | TERmination  |        | (*) = # of         | Days – – Example   | e: SUS(05)       |  |
| 1D/O(C)K       | 10/11/11/1E(O).                          | away                          | WOW  |        |                    |                    |                  |  |
|                |  |                               |  |        |                    |                    |                  |  |
| Docket 7       | # DOC-15-                                | 0025                          | D  | ate H  | eard 11/13         | /2014              |                  |  |
| RIBISIO        | igoan(o)vai                              | (Vao)                         | RIVATION   |        |                    |                    |                  |  |
| Resolut        | ion: RE                                  | es .                          |  |        |                    |                    |                  |  |
| (Choose        | e one of the                             | ne fo                         | llowing) RESolved  | Γ      | DENied S           | SUStained          | Deadlocked       |  |
| RESOLU         | TION DES                                 | CRIP                          | TION:  |        |                    |                    |                  |  |
| 1.<br>2.<br>3. | The grievant : 5/26/2014. Pursuant to Io | (40 hou<br>shall be<br>owa Co | l is:<br>ir) suspension shall be red<br>e reimbursed 2 days (16 ho<br>de Section 22.13 this docu<br>precedent setting. | urs) o | f back pay and acc | cruals at the rate | _                |  |

**Teddra Porteous** 

lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

AN Chy

1/13/2014 Date

| GRIEVANCE INFORMATION  | Arms to the state of the state |                 |
|--|---|-----------------|
|  |   |                 |
| AFSCME Grievance # 121497  | IDAS Grievance #  | 5-0030          |
| Grievant Name Jarrad Tate  |   |                 |
| Department/Location lowa State Penitentiary  | AFSCME Representative   | Otto Groenewald |
| Issue: SUS(10) (Choose   | one of the following)   | •               |
| CLArification (Contract Language   | e Issue.) DiScipline (Other than  | n following.)   |
| SUS(*)pension TERmination  | (*) = # of Days Example: SU   | IS(13)          |
| DOCKET INFORMATION   |   |                 |
| Docket # DOC-15-0032   | Date Heard 11/14/2014   |                 |
| RESOLUTION INFORMATION   |   |                 |
| Resolution: RES  |   |                 |
| (Choose one of the following) RESolve  | d DENied SUStained De   | adlocked        |
| RESOLUTION DESCRIPTION:  |   |                 |
| The decision of the Panel is:  1. The ten day suspension shall be reduced to a 2. The grievant shall be reimbursed 5 days of b 3. Pursuant to lowa Code Section 22.13 this do 4. This decision is non precedent setting. | i 5 day suspension.<br>ack pay and accruals at the rate he was earning<br>cument may be publicly posted on DAS websit   | on 7/10/2014.   |
| Marcla Brunson   | Mark Frymoyer   |                 |
| lowa Board of Regents Management Co-Chair  | AFSCME lowa Council 61 Assistant to the President   | :               |
| chart of the   | Union Co-Chair  |                 |

| ECHAIDWANGDAN   | (4)<br>(4)                     | //24#(0)NEX#35E#55E   |         |                         |                                  |                           |
|---|--------------------------------|---|---------|-------------------------|----------------------------------|---------------------------|
| AFSCME Grievand   | 1                              | 124621<br>ney Supino  |         | IDAS Grie               | vance #                          | 14-0513                   |
| Department/Loca   | ation                          | lowa Correctional Institu   | ition   | AFSCME Repr             | resentative                      | Adam Swihart              |
| Issue: SUS(10)  | 1                              | (Choose   | one (   | I<br>of the following   | g)                               | ·                         |
| CLArification SUS(*)pens                                    |                                | ontract Language TERmination  | issue   | ,                       | e (Other th                      | an following.)            |
| DOC-15-   |                                |   |         | 11/21/20                |                                  |                           |
| Docket # L  | NKO).                          |   | ate H   | eard [                  |                                  | •                         |
| Resolution: Ri (Choose one of the                           | <del></del>                    | lowing) RESolved  | D       | DENied SUS              | Stained D                        | )eadlocked                |
| RESOLUTION DES  | CRIPT                          | ION: `  |         |                         |                                  |                           |
| <ul><li>2. The grievant</li><li>3. Pursuant to Id</li></ul> | uspensi<br>shall be<br>owa Coo | is: on shall be reduced to a 5 reimbursed 5 days of bac le Section 22,13 this docu precedent setting. | k pay a | and accruals at the rai | te she was earn<br>ed on DAS web | ing on 5/8/2014.<br>site. |
| Jeff Panknen  |                                |   |         | Mark Frymo              | •                                |                           |
| lowa Department of<br>Services, Human Res                   |                                |   |         | •                       | va Council 6<br>the Preside      |                           |

Management Co-Chair

Assistant to the President Union Co-Chair

#### GRIEVANCE INFORMATION

|   | <del></del>   |
|---|---|
| AFSCME Grievance # 123601   | IDAS Grievance # 14-0429  |
| Grievant Name Tracy Reed  |   |
| Department/Location TVH   | AFSCME Representative Eilander  |
| Issue: US (Choose o   | ne of the following)  |
| CLArification (Contract Language is   | ssue.) DIScipline (Other than following.)   |
| SUS(*)pension TERmination   | (*) = # of Days Example: SUS(15)  |
| DOCKET INFORMATION  |   |
| Docket # WA-14-0024 Original Do   | ocket Date 12/18/2014 Date Heard 12/18/2014   |
| RESOLUTION INFORMATION  |   |
| Resolution: RESOlved  | DENied SUStained Deadlocked   |
| RESOLUTION DESCRIPTION:   |   |
| The decision of the Panel is: -3 Day Suspension shall be red 3/17/2015, provided no like in -Grievant shall receive no boc -This agreement is non prece | buced to a 1 May Suspension on endents of like nature occur. In pay or accruals, adent setting. |
|   |   |
| -   | AFSCME Iowa Council 61  |
| Management Co-Chair  12/18/14   | Union Co-Chair Caley Stubied 15/19/14   |

Date
GRIP\Settlement Form.doc

# GRIDWNGDHNXORIWATION

Management Co-Chair

|  |  | •                    |          |  |                 |                 |
|--|--|----------------------|----------|--|-----------------|-----------------|
| AFSCME Grievan                                       | ce # 12511                             | 2                    |          | IDAS Grie  | vance #         | 14-0548         |
| Grievant Name  | Brendon Woo                            | odsmall              |          |  |                 |                 |
| Department/Loc                                       | ation Mt. Pl                           | easant Health Instit | tute     | AFSCME Repi  | '<br>resentativ | Kenton Cole     |
| Issue: SUS(3)  |  | (Choose o            | one of   | f the followin   | g)              |                 |
| CLArificat   | ion (Contra                            | -<br>ct Language i   | issue.   | ) DiScipline   | e (Other t      | han following.) |
| SUS(*)pen  | sion TE                                | Rmination            |          | (*) = # of Day   | s – – Example   | : SUS(15)       |
| क्रिकास क्रमान क्राव्य                               | RWAWON:                                |                      |          |  |                 |                 |
| Docket #   | 5-0047                                 | Da                   | ate He   | 01/08/20<br>ard  | 15              |                 |
| RIPSOPPHICON   | Tendorania<br>Tendorania               | VON-                 |          |  |                 |                 |
| Resolution:  | RES                                    |                      |          |  |                 |                 |
| (Choose one of                                       | the followin                           | g) RESolved          | DE       | Nied SU  | Stained         | Deadlocked      |
| RESOLUTION DE  | SCRIPTION:                             |                      |          | -  |                 |                 |
| <ol> <li>The grievan</li> <li>Pursuant to</li> </ol> | ay suspension sh<br>It shall be reimbu | ion 22.13 this docu  | k pay an | nspension.<br>Id accruals at the ra<br>ay be publicly post |                 |                 |
| Michelle Grau  |  |                      |          | Mark Frym  | oyer            |                 |
| Iowa Department o                                    |  |                      | •        |  | wa Council      |                 |
| Services, Human Re                                   | esources Ente                          | rprise               |          | Assistant to   | o the Presic    | lent            |

Date

Union Co-Chair

### 

| CHATIAVAV(SIA                                   | I II VI II O I I                      | 11/1/2/2/11/                         |  |         |   |                             | •                |
|---|---------------------------------------|--------------------------------------|--|---------|---|-----------------------------|------------------|
|   |                                       |                                      | ************************************** | 1       |   |                             |                  |
| AFSCME Grieva                                   | nce #                                 | 101325                               | 5                                      |         | IDAS Grie   | evance #                    | 15-0072          |
| Grievant Name                                   | Tode                                  | d Cross                              |  |         |   |                             | ·<br>            |
| Department/Lo                                   | cation                                | 1                                    | Medical and ication Center             |         | AFSCME Rep  | resentativ                  | Earlene Anderson |
| Issue: SUS(10                                   | )                                     |                                      | (Choose                                | one d   | of the followin   | g)                          |                  |
| CLArifica                                       | ition (C                              | Contrac                              | t Language                             | issue   | e.) DIScipline  | e (Other tl                 | han following.)  |
| SUS(*)pe  | nsion                                 | TEI                                  | Rmination                              |         | (*) = # of Day  | rs – – Example:             | : SUS(15)        |
| DOOG (ADVISON)                                  | (0) (3) (VA                           | IV(O)NE                              |  |         |   |                             |                  |
|   |                                       |                                      |  |         | <del></del>   |                             |                  |
| Docket #  | 15-0048                               |                                      | D                                      | ate H   | eard01/08/20  | 15                          |                  |
| ाराज्ड(०) <b>म्</b> ए/एर(०)                     | VII IVIR(6                            | )RN/ASI                              | YON                                    |         |   | ·                           |                  |
| Resolution:                                     | RES                                   |                                      |  |         |   |                             |                  |
| (Choose one o                                   | f the fo                              | llowin                               | g) RESolved                            | D       | ENied SU  | Stained                     | Deadlocked       |
| RESOLUTION E                                    | ESCRIF                                | PTION:                               |  |         |   |                             |                  |
| <ol> <li>The griev</li> <li>Pursuant</li> </ol> | ay suspen<br>ant shall t<br>to Iowa C | sion shall<br>se reimbu<br>ode Secti |  | k pay a | spension.<br>and accruals at the ra<br>nay be publicly post |                             |                  |
| Michelle Grau                                   |                                       |                                      |  |         | Mark Frym   |                             |                  |
| Iowa Department                                 |                                       |                                      |  |         |   | wa Council<br>to the Presic |                  |
| Services, Human<br>Management Co-               |                                       | es Entel                             | huse                                   |         | Union Co-   |                             | aciit.           |

Date

(m 1/8/2011

|   |  | 600 (22 50)  |  |                                 |   |                                |        |                      |
|---|--|--|--|---------------------------------|---|--------------------------------|--------|----------------------|
| AFSCME Grieva   | nce #  | 124125   | 3  |                                 | IDAS Grie   | evance #                       | 14-039 | 92                   |
| Grievant Name   | John   | Fraissin   | et   |                                 |   | :                              |        |                      |
| Department/Lo   | cation   | Glenwe   | ood Resource Cen   | ter                             | AFSCME Rep  | -<br>resentativ                | e Ju   | ılie Dake Abel       |
| Issue: SUS(10   | )  | J  | (Choose o  | one c                           | of the followin   | g)                             |        |                      |
| CLArification (Contract Language issue.) DIScipline (Other than following.) |  |  |  |                                 |   |                                |        |                      |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(*)                   |  |  |  |                                 |   |                                |        |                      |
| DOCKADALINI   | ORIWA  | M(O)N  | To Alexander Proposition   |                                 |   |                                |        |                      |
| Docket # DHS-   | Docket # DHS-14-0055 Date Heard 01/29/2015   |  |  |                                 |   |                                |        |                      |
| RDSOLUTIO   | Villining  | RMAT   | IION   |                                 |   |                                |        |                      |
| Resolution:   | RES  |  |  |                                 |   |                                |        |                      |
| (Choose one o   | the fo   | llowin   | g) RESolved  | D                               | ENied SU  | Stained                        | Deadl  | locked               |
| RESOLUTION E  | ESCRIF   | TION:  |  |                                 |   |                                |        |                      |
| peers." Sh 2. The grieva 3. If there is 4. If removed                       | suspension of suspension of the shall received to further of the under nunder nunder of the suspension | ved from d<br>eive five d<br>liscipline p<br>aber 3 abo<br>e Section 2 | liscipline,<br>lays of back pay and<br>vrior to 8/21/2015 the<br>ve there will be no fi<br>22,13 this document | accrual<br>e five d<br>urther b | nsion. The sentence " Is at the rate he was ea ay suspension shall be ack pay. publicly posted on D | ming on 2/21/2<br>removed from | 014.   |                      |
| Michelle Grau   | 5 h l  |  | · .  |                                 | Mark Frym   | •                              |        |                      |
| Iowa Department   |  |  |  |                                 |   | wa Council<br>o the Presid     |        |                      |
| Services, Human<br>Management Co-   |  | es Enter   | prise  |                                 | Union Co-   |                                | ent    |                      |
| Mille (   | <u>S</u> n   |  | \/29/15<br>Date  |                                 | aly   | ny                             | //     | <i>∂⁴/∂∂/</i> 5 Date |

| AFSCME Grievano   |   | IDAS Grievance #  | 4-0437                              |  |  |  |  |  |
|---|---|---|-------------------------------------|--|--|--|--|--|
| Grievant Name   | Michelle Proctor  |   |                                     |  |  |  |  |  |
| Department/Loca   | Woodward Resource Ce  | AFSCME Representative   | Greg Lewis                          |  |  |  |  |  |
| Issue: SUS(5)   | (Choose   | one of the following)   | •                                   |  |  |  |  |  |
| CLArification (Contract Language Issue.) DIScipline (Other than following.) |   |   |                                     |  |  |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(*5)                  |   |   |                                     |  |  |  |  |  |
| JDOSEKITILINIKOS  | RIVATUON  |   |                                     |  |  |  |  |  |
| Docket # DHS-14-0061 Date Heard 01/29/2015                                  |   |   |                                     |  |  |  |  |  |
| RESOLUTION TONGORIVATION  |   |   |                                     |  |  |  |  |  |
| Resolution: Res   | s   |   |                                     |  |  |  |  |  |
| (Choose one of th   | ne following) RESolved  | DENied SUStained De   | adlocked                            |  |  |  |  |  |
| RESOLUTION DES  | CRIPTION:   |   |                                     |  |  |  |  |  |
| If reduced the g     3. Pursuant to Iow                                     | spension shall be reduced to a 3 day<br>grievant shall receive 2 days of back p | suspension on 7/29/2105 if there is no further dis pay and accruals at the rate she was earning on 3/1 may be publicly posted on DAS website. | cipline of like nature,<br>25/2014, |  |  |  |  |  |
| Michelle Grau   |   | Mark Frymoyer   |                                     |  |  |  |  |  |
| Iowa Department of  |   | AFSCME Iowa Council 61  |                                     |  |  |  |  |  |
| Services, Human Res   |   | Assistant to the President  | t                                   |  |  |  |  |  |
| Management Co-Cha   | ur  | Union Co-Chair  | ./ ,                                |  |  |  |  |  |
| Muhlle 1  | (m 1/29/1)  | May   | 1/29/2015                           |  |  |  |  |  |
|   | Date  |   | Date                                |  |  |  |  |  |

#### CARADNANCED INTO RAVATUON

| AFSCM    | E Grievance #  | 125439                                 | ····                             |       | IDAS Gr     | ievance #   | 14    | -0451           |
|----------|--|--|----------------------------------|-------|-------------|-------------|-------|-----------------|
| Grievar  | nt Name  | y Young                                |                                  |       |             |             |       |                 |
| Depart   | ment/Locatio   | Iowa Vet                               | erans Home                       |       | AFSCME Re   | presentativ | ⁄e    | Rick Eilander   |
| Issue:   | Issue: SUS(5) (Choose one of the following)  |  |                                  |       |             |             |       |                 |
| C        | CLArification (Contract Language Issue.) DIScipline (Other than following.)                    |  |                                  |       |             |             |       |                 |
| S        | SUS(*)pension TERmination (*) = # of Days Example: SUS(15)                                     |  |                                  |       |             |             |       |                 |
| 40(0(e); | ŒĮPŪŊKORWĄ   | THON:                                  |                                  |       |             |             |       |                 |
| Docket   | Docket # DVA-14-0025 Date Heard 01/30/2014   |  |                                  |       |             |             |       |                 |
| JANDIS(0 | )AUJUONGINRO   | )RMATI(                                | DN .                             |       |             |             |       |                 |
| Resolut  | tion: RES  |  |                                  |       |             |             |       |                 |
| (Choos   | e one of the f   | ollowing)                              | RESolved                         | D     | ENied S     | UStained    | Dea   | adlocked        |
| RESOLU   | JTION DESCRI   | PTION:                                 |                                  |       |             |             |       |                 |
| 1,<br>2, | cision of the Par<br>The five day su<br>The grievant wi<br>Pursuant to Iow<br>This decision is | spension s<br>Il not rece<br>a Code Se | ive any back ;<br>ction 22,13 tl | pay o | r accruals. |             | ted ( | on DAS website. |

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

Date

#### (GRIIDAVAANC)D)) (NICORII)(AYD (O)N

| AFSCME Grievance #       | 109055                              | IDAS Grievance #                           |
|--------------------------|-------------------------------------|--|
| Grievant Name            | Lo                                  |  |
| Department/Location      | Fort Dodge Correctional<br>Facility | AFSCME Representative Rick Eilander        |
| Issue: SUS(3)            | (Choose o                           | one of the following)                      |
| CLArification (C         | Contract Language i                 | issue.) DIScipline (Other than following.) |
| SUS(*)pension            | TERmination                         | (*) = # of Days - ~ Example: SUS(15)       |
| DOGGETTINGSRIK           | TION                                |  |
| Docket # DOC-14-0128     | Da                                  | 01/30/2014<br>ate Heard                    |
| RDSOMUNONANTO            | RMATION .                           |  |
| Resolution: RES          |                                     |  |
| (Choose one of the fo    | ollowing) RESolved                  | DENied SUStained Deadlocked                |
| RESOLUTION DESCRIP       | TION:                               |  |
| The decision of the Pane | el ic.                              |  |

- 1. The three day suspension shall be reduced to a 1 day suspension.
- 2. The grievant shall receive two days of back pay and accruals at the rate he was earning 3/12/2014.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

| Jeff Panknen                         |
|--------------------------------------|
| lowa Department of Administrative    |
| Services, Human Resources Enterprise |

Management Co-Chair

Mark Frymoyer

**AFSCME Iowa Council 61** 

Assistant to the President

Union Co-Chair

## GRIEVANCE INFORMATION

| AFSCME Grievand   | ce # 12068   | 8   |        | IDAS Griev  | ance #                     | 15-0031  |            |  |
|---|--|---|--------|---|----------------------------|----------|------------|--|
| Grievant Name   | Carol Robins   | son   |        |   |                            |          |            |  |
| Department/Loca   | ation  | State Penitentiary  |        | AFSCME Repre  | sentativ                   | e Otto   | Groenewald |  |
| Issue: DIS  | <u> </u>   | (Choose o   | ne of  | the following   | )                          |          |            |  |
| CLArification   | on (Contra   | ា<br>ct Language is   | ssue.) | ) DIScipline  | (Other th                  | nan foll | owing.)    |  |
| SUS(*)pens  | SUS(*)pension TERmination (*) = # of Days Example: SUS(15) |   |        |   |                            |          |            |  |
| ONWERRENDOOL  | RIVAVION   |   |        |   |                            |          |            |  |
| Docket #  | -0036  |   |        |   | Date l                     | -leard   | 02/12/2015 |  |
| RDSOEGULONE   | INRO)RIVIAY  | YON   |        |   |                            |          |            |  |
| Resolution: RI  | ES   |   |        |   |                            |          |            |  |
| (Choose one of the  | he followir  | ng) RESolved  | DE     | Nied SUSt   | ained I                    | Deadlo   | cked       |  |
| RESOLUTION DES  | CRIPTION:  |   |        |   |                            |          |            |  |
| 2. Pursuant to  | n reprimand<br>Iowa Code                                   | will be removed f<br>Section 22,13 this<br>ecedent setting. |        |   |                            |          |            |  |
| Jeff Panknen<br>lowa Department of<br>Services, Human Res<br>Management Co-Ch | sources Ente   |   |        | Mark Frymoy<br>AFSCME lowa<br>Assistant to<br>Union Co-Ch | a Council 6<br>the Preside |          |            |  |
| Durch   | 200  | 2/01/1-   |        | al C  |                            | 2-       | 12/0015    |  |

Date

| AFSCME Grievance # 12/168 IDAS Grievance # 14-0477  |  |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|--|
| Grievant Name Starla Springs  |  |  |  |  |  |  |  |  |
| Department/Location 1345- GRC AFSCME Representative Wake-Abel   |  |  |  |  |  |  |  |  |
| Issue: Sus (10) (Choose one of the following)   |  |  |  |  |  |  |  |  |
| CLArification (Contract Language Issue.) DIScipline (Other than following.)   |  |  |  |  |  |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(*)   |  |  |  |  |  |  |  |  |
| DOCKETINFORMATION   |  |  |  |  |  |  |  |  |
|   |  |  |  |  |  |  |  |  |
| Docket # 1145-14-0069 Original Docket Date 2-26-2015 Date Heard 2-26-2015   |  |  |  |  |  |  |  |  |
| RESOLUTION INFORMATION  |  |  |  |  |  |  |  |  |
| Resolution: RES   |  |  |  |  |  |  |  |  |
| (Choose one of the following) RESolved DENied SUStained Deadlocked  |  |  |  |  |  |  |  |  |
| RESOLUTION DESCRIPTION:   |  |  |  |  |  |  |  |  |
| The decision of the Panel is: 10 Day suspension shall be reduced to a   |  |  |  |  |  |  |  |  |
| The decision of the Panel is: 10 Day suspension shall be reduced to a 5 day suspension. The grievant shall receive no back pay. This settlement is non precedent setting. |  |  |  |  |  |  |  |  |
| This settlement is non precedent setting.   |  |  |  |  |  |  |  |  |
| Pursuant to Iowa Code Section 22.13 this document may be publicly   |  |  |  |  |  |  |  |  |
| Posted on DAS website.  |  |  |  |  |  |  |  |  |
| Jeff Parkner Adam Swihart   |  |  |  |  |  |  |  |  |
| Iowa Department of Administrative AFSCME Iowa Council 61  |  |  |  |  |  |  |  |  |
| Services, Human Resources Enterprise Union Representative   |  |  |  |  |  |  |  |  |
| Management Co-Chair Union Co-Chair  |  |  |  |  |  |  |  |  |
| July 0/26/15 lidery Huber spoke   |  |  |  |  |  |  |  |  |
| Date Date   |  |  |  |  |  |  |  |  |
| GRIP\Settlement Form.doc  |  |  |  |  |  |  |  |  |

| AFSCME Grievance #   | 125001   | IDAS Grievance # 15-0164   |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|
| [~]  |  |  |  |  |  |  |  |  |
| Grievant Name   Ker  | dy Crawfo  | - Ch   |  |  |  |  |  |  |
| Department/Location  | JHS-GRC  | AFSCME Representative Dake-Abel  |  |  |  |  |  |  |
| Issue: TER   | (Choose o  | one of the following)  |  |  |  |  |  |  |
| CLArification (Contract Language issue.) DIScipline (Other than following.)                        |  |  |  |  |  |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)   |  |  |  |  |  |  |  |  |
| DOCKET INFORMAT  | KON .  |  |  |  |  |  |  |  |
| Docket # 245-15-006  | آخ<br>Original D   | ocket Date   2-26-2015   Date Heard   2-26-2015  |  |  |  |  |  |  |
| RESOLUTION INFOR   | WATION   |  |  |  |  |  |  |  |
| Resolution: RES  |  |  |  |  |  |  |  |  |
| (Choose one of the foll  | owing) RESolved  | DENied SUStained Deadlocked  |  |  |  |  |  |  |
| RESOLUTION DESCRIPT  | ION:   |  |  |  |  |  |  |  |
| The decision of the Panel a 5 Day suspension 2. The greenant she of the terminal 3. The decision 1 | is: 1. The to<br>n without parallel receive by<br>non until netwo<br>s non precede | ermination shall be reduced to 1. Le pay and accounts from the time ined to payroll. Le setting. |  |  |  |  |  |  |
| on JAS webs  | IA Code 22.13  | this document may be publicly justed   |  |  |  |  |  |  |
| Tete Parkner<br>lowa Department of Admini  | strative   | Adam Swihert<br>AFSCME lowa Council 61   |  |  |  |  |  |  |
| Services, Human Resources Management Co-Chair  | Enterprise   | Union Representative Union Co-Chair / /  |  |  |  |  |  |  |
| Wallagement Cu-Chair   |  | omor co-chair  |  |  |  |  |  |  |
| Jan 21 V   | 2/26/W   | (why from spelis   |  |  |  |  |  |  |
| <i>//</i> .  | Date   | Date   |  |  |  |  |  |  |

| r-   |   | <u> </u>  |  |  |  |  |  |  |  |
|--|---|---|--|--|--|--|--|--|--|
| AFSCME Grievance #   | 125005  | IDAS Grievance #  | 15-0182  |  |  |  |  |  |  |
| Grievant Name Sh   | ceryl Castillo  |   |  |  |  |  |  |  |  |
| Department/Location  | <del>-</del>  | AFSCME Representative   | DAKE ABEL                                      |  |  |  |  |  |  |
| Issue: TER   | (Choose one   | ਹ<br>of the following)  |  |  |  |  |  |  |  |
| CLArification (Contract Language issue.) DIScipline (Other than following.)  |   |   |  |  |  |  |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: \$US(15)  |   |   |  |  |  |  |  |  |  |
| DOCKET INFORMAT  | ION   |   |  |  |  |  |  |  |  |
| Docket # 115-007   | प्<br>Original Docke  | t Date 2-26-2015 Date Hea   | ard 2-210-2015                                 |  |  |  |  |  |  |
| RESOLUTION INFOR   | MATION  |   |  |  |  |  |  |  |  |
| Resolution: RES  |   |   |  |  |  |  |  |  |  |
| (Choose one of the foll  | owing) RESolved D   | DENied SUStained De   | adlocked                                       |  |  |  |  |  |  |
| RESOLUTION DESCRIPT  | ION:  |   |  |  |  |  |  |  |  |
| The decision of the Panel to resign by 3/2 resignation letter 2. Persuant to IA Common to TA Common to Table to Ta | is: 1. The grows wilzois. If the the grown ce to de 22.13 this does some preceden | nt shall be given 4. griavant does not shall be denied. I shall be publicly pour setting. | the opportunity submut a sted on UAS webstite. |  |  |  |  |  |  |
| Jeff Panknen Iowa Department of Administration Services, Human Resources Management Co-Chair   |   | Adam Surkart AFSCME lowa Council 61 Union Representative Union Co-Chair  Wany Mutan       | 2/26/15  |  |  |  |  |  |  |
|  | ~~~   |   | Date ORIP\Settlement Form.doc                  |  |  |  |  |  |  |

| AFSCME Grievance # 119744 IDAS Grievance # 15-0136   |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|
| Grievant Name James Garske   |  |  |  |  |  |  |  |
| Department/Location WA- LOSSON AFSCME Representative Enlander  |  |  |  |  |  |  |  |
| Issue: TER (Choose one of the following)   |  |  |  |  |  |  |  |
| CLArification (Contract Language Issue.) DIScipline (Other than following.)  |  |  |  |  |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)   |  |  |  |  |  |  |  |
| DOCKET INFORMATION   |  |  |  |  |  |  |  |
| Docket # WA-15-0015 Original Docket Date 2-27-2015 Date Heard 2-27-2015  |  |  |  |  |  |  |  |
| RESOLUTION INFORMATION   |  |  |  |  |  |  |  |
| Resolution: RES  |  |  |  |  |  |  |  |
| (Choose one of the following) RESolved DENied SUStained Deadlocked   |  |  |  |  |  |  |  |
| RESOLUTION DESCRIPTION:  |  |  |  |  |  |  |  |
| The decision of the Panel is:  1. The termination will be reduced to a 5 Day Suspension without pay.  2. The grewart will receive back pay and accruals from the date of termination until returned to payroll.  3. Pursuand to IA Code Section 22.13 this document may be publicly posted on DAS website. |  |  |  |  |  |  |  |
| H. This decision is non precedent fetting.  Jeff Pankner lowa Department of Administrative  Services, Human Resources Enterprise  Management Co-Chair  Union Co-Chair  Union Co-Chair  |  |  |  |  |  |  |  |
| Date County Town Date  GRIP'Settlement Form.doc  |  |  |  |  |  |  |  |

#### GRIEVANCE INFORMATION

| AFSCME Grieva   | nce #                                    | 109050                             |          |   | IDA:          | S Grievance #  | 14    | -0432           |
|---|--|------------------------------------|----------|---|---------------|----------------|-------|-----------------|
| Grievant Name   | Darv                                     | vin Seehusen                       | l        |   |               |                |       |                 |
| Department/Lo   | cation                                   | Iowa Worl<br>Developm              |          |   | AFSCME        | E Representati | ive   | Matt Butler     |
| Issue: SUS(3)   | ue: Sus(3) (Choose one of the following) |                                    |          |   |               |                |       |                 |
| CLArification (Contract Language issue.) DIScipline (Other than following.) |  |                                    |          |   |               |                |       |                 |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)                  |  |                                    |          |   |               |                |       |                 |
| DOCKET INFORMATION  |  |                                    |          |   |               |                |       |                 |
| Docket # IWD-14-0016 Date Heard 03/26/2015                                  |  |                                    |          |   |               |                |       |                 |
| RESOLUTIO   | VIINEO                                   | RWATIO                             |          |   |               |                |       |                 |
| Resolution:   | RES                                      |                                    |          |   |               |                |       |                 |
| (Choose one o   | f the fo                                 | llowing)                           | RESolved | D | <b>EN</b> ied | SUStained      | De    | adlocked        |
| RESOLUTION D  | ESCRIP                                   | TION:                              |          |   |               |                |       |                 |
| 2. There w 3. Pursuan   | e day su<br>ill be no<br>t to Iowa       | spension s<br>back pay<br>Code Sec |          |   | ·             | <del></del>    | osted | on DAS website. |

Jeff Panknen

Iowa Department of Administrative

Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

and lym

3/26/2015

#### GRIEVANCE INFORMATION

Management Co-Chair

| AFSCME Grievance  | 121500                        | )                   | IDAS Grievance #                  |                |                                 |                |  |  |
|---|-------------------------------|---------------------|-----------------------------------|----------------|---------------------------------|----------------|--|--|
| Grievant Name   | Roger Countr                  | yman                | ·                                 |                |                                 |                |  |  |
| Department/Loca   | tion Iowa S                   | tate Penitentiary   | AFSCME Representative Kenton Cole |                |                                 |                |  |  |
| Issue: DIS  | (Choose one of the following) |                     |                                   |                |                                 |                |  |  |
| <b>CLA</b> rificatio  | n (Contrac                    | ı<br>ct Language i  | issue                             | e.) DIScipline | e (Other tha                    | an following.) |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)  |                               |                     |                                   |                |                                 |                |  |  |
| DOCKET INFOR  | MAMION                        |                     |                                   |                |                                 |                |  |  |
| Docket # DOC-15-0052743 Date Heard 04/09/2015   |                               |                     |                                   |                |                                 |                |  |  |
| ROSOLUU(ONI   | NFORMATI                      | ION                 |                                   |                |                                 |                |  |  |
| Resolution: RE  | S                             |                     |                                   |                |                                 |                |  |  |
| (Choose one of th   | ie followin                   | g) <b>RES</b> olved | D                                 | ENied SU       | Stained D                       | eadlocked      |  |  |
| RESOLUTION DESC   | CRIPTION:                     |                     |                                   |                |                                 |                |  |  |
| <ol> <li>The decision of the Panel is:         <ol> <li>The written reprimand shall be removed from the employees file on 5-15-2015 if there are no further incidents of like nature.</li> <li>Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.</li> <li>This decision is non precedent setting.</li> </ol> </li> </ol> |                               |                     |                                   |                |                                 |                |  |  |
| Jeff Panknen  |                               |                     |                                   | Mark Frym      | =                               |                |  |  |
| lowa Department of A  |                               |                     |                                   |                | wa Council 61<br>o the Presider |                |  |  |

Union Co-Chair

#### GRIEVANCE INFORMATION

|   |              |                               |                           |  | _   |  |  | _           |  |
|---|--------------|-------------------------------|---------------------------|--|-----|--|--|-------------|--|
| AFSCME Grievance # 125367   |              |                               | 1                         | IDAS Grievance #   |     |  |  |             |  |
| Grievant Name Mon   |              |                               | ique Hin:                 | son  |     |  |  |             |  |
| Department/Location   |              |                               | Anamosa State Penitentiar |  | ary | AFSCME Representative                            |  | Robin White |  |
| Issue:  | SUS(1)       | (Choose one of the following) |                           |  |     |  |  |             |  |
| CLArification (Contract Language issue.) DIScipline (Other than following.) |              |                               |                           |  |     |  |  |             |  |
| SUS(*)pension TERmination (*) = # of Days Example: \$US(15)                 |              |                               |                           |  |     |  |  | SUS(15)     |  |
| DOCK  | ADAVIANIQO)  | RIVIA                         | MOM                       |  |     |  |  |             |  |
| Docket :  | # DOC-15     | -0053                         |                           |  |     |  |  | Date l      | leard 04/09/2015   |
| RESOLUTION INFORMATION  |              |                               |                           |  |     |  |  |             |  |
| Resolution: RES   |              |                               |                           |  |     |  |  |             |  |
| (Choose one of the following) RESolved DENied SUStained Deadlocked          |              |                               |                           |  |     |  |  |             |  |
| RESOLU  | JTION DES    | CRIP                          | TION:                     |  |     |  |  |             |  |
| Ti. d.  | sision of th | o Dou                         | .1                        | <u>, mang ang triping ang ang at anno at sent an ang at anno at anno an at a</u> |     | and a substance and the arresponding returns, of |  | <u> </u>    | Appendix the second section of the second se |

#### The decision of the Panel is:

- 1. The 1 day suspension shall be reduced to a written reprimand.
- 2. The grievant shall receive 1 day of back pay and accruals at the rate she was earning on 8/8/2014.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

| Jeff Panknen                    |        |
|---------------------------------|--------|
| lowa Department of Administrati | ive    |
| Services, Human Resources Ente  | rprise |
| Management Co-Chair             | /      |
| In of the                       | 4/9/15 |
|                                 | Date   |

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

My 4/9/2015
Date

#### GRIEVANCE INFORMATION

| AFSCME Griev  | /ance #  | 120948               |                       | IDAS Grievance #       |                       |             |      |                 | 0270             |
|---|--|----------------------|-----------------------|------------------------|-----------------------|-------------|------|-----------------|------------------|
| Grievant Nam  | ie Lave  | rna Long             |                       |                        |                       |             |      | L               |                  |
| Danautusant () anntinu  |  | Clarinda<br>Facility | da Correctional<br>ty |                        | AFSCME Representative |             | /e [ | Julie Dake Abel |                  |
| Issue: SUS(1) (Choose one of the following)                                 |  |                      |                       |                        |                       |             |      |                 |                  |
| CLArification (Contract Language issue.) DIScipline (Other than following.) |  |                      |                       |                        |                       |             |      |                 |                  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)                  |  |                      |                       |                        |                       |             |      |                 |                  |
| DOCKET INFORMATION  |  |                      |                       |                        |                       |             |      |                 |                  |
| Docket #  | C-15-0005  |                      |                       |                        |                       | <del></del> | Date | Heai            | 04/30/2015<br>rd |
| RESOLUTIO   | DNINEO   | RMATI                | <b>en</b>             |                        |                       |             |      |                 |                  |
| Resolution:   | SUS(1)   |                      |                       |                        |                       |             |      |                 |                  |
| (Choose one   | (Choose one of the following) RESolved DENied SUStained Deadlocked |                      |                       |                        |                       |             |      |                 |                  |
| RESOLUTION DESCRIPTION:   |  |                      |                       |                        |                       |             |      |                 |                  |
| The decision of   | of the Pane  | el is:               |                       | gagar and Managaran in |                       |             |      |                 |                  |

- 1. The 1 day suspension shall be reduced to a written reprimand effective 10/23/2013.
- 2. The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 11/21/2013.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

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

Mark Frymoyer **AFSCME Iowa Council 61** Assistant to the President

#### GRIEVANCE INFORMATION

| AFSCME  | E Grievano   | e #       | )949  |   | IDAS (                                | Griev | /ance # | 14-                       | 0271   |
|---|--|-----------|-------|---|---------------------------------------|-------|---------|---------------------------|--|
| Grievan   | t Name   | Nancy Ha  | nson  |   |                                       |       |         |                           |  |
| Department/Location   Clarinda Correctional Facility                        |  |           |       | • | AFSCME Representative Julie Dake Abel |       |         |                           |  |
| Issue:  | Issue: SUS(1) (Choose one of the following)                        |           |       |   |                                       |       |         |                           |  |
| CLArification (Contract Language issue.) DIScipline (Other than following.) |  |           |       |   |                                       |       |         |                           |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)                  |  |           |       |   |                                       |       |         |                           |  |
| DOCK  | DOCKET INFORMATION   |           |       |   |                                       |       |         |                           |  |
| Docket 7  | DOC-15-  | 0004      |       |   |                                       |       | Date    | Heai                      | 04/30/2015   |
| RIBSO.  | LUNIONI  | NEORIA    | ATION |   |                                       |       |         |                           |  |
| Resolut   | ion: SU  | JS(1)     |       |   |                                       |       |         |                           |  |
| (Choose   | (Choose one of the following) RESolved DENied SUStained Deadlocked |           |       |   |                                       |       |         |                           |  |
| RESOLU  | RESOLUTION DESCRIPTION:  |           |       |   |                                       |       |         |                           |  |
| The dec   | cision of the  | Panel is: |       |   |                                       |       |         | <u>, y y sanata a man</u> | and the second s |

1. The 1 day suspension shall be reduced to a written reprimand effective 10/23/2013.

Date

- The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 11/21/2013.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

Jeff Panknen Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer AFSCME Iowa Council 61 Assistant to the President

#### GRIEVANCE INFORMATION

| AFSCMI   | E Grievano                                  | e # 12095     |                     |                                       | IDAS                       | Grieva    | nce #   | 14-04       | 84         |
|--|---|---------------|---------------------|---------------------------------------|----------------------------|-----------|---------|-------------|------------|
| Grievan  | it Name                                     | William Clarl | τ                   |                                       |                            |           |         |             |            |
| Department/Location Clarinda Correctional Facility |   |               |                     | AFSCME Representative Julie Dake Abel |                            |           |         |             |            |
| Issue:   | Issue: Sus(1) (Choose one of the following) |               |                     |                                       |                            |           |         |             |            |
| C  | CLArification                               | on (Contrac   | t Language i        | issue.                                | ) DIScip                   | oline (   | Other t | han fo      | ollowing.) |
| S  | <b>US(*)</b> pens                           | ion TE        | Rmination           |                                       | (*) = # o                  | of Days - | Example | : \$U\$(15) |            |
| DOCK   | ABAISTINE(O)                                | RIVATION      |                     |                                       |                            |           |         |             |            |
| Docket :   | DOC-15-                                     | 0007          |                     |                                       |                            |           | Date    | Heard       | 04/30/2015 |
| RIDSO  | TAUHU(ONEL                                  | NFORWAT       | ION                 |                                       |                            |           |         |             |            |
| Resolut  | ion: SU                                     | JS(1)         |                     |                                       |                            |           |         |             |            |
| (Choose  | e one of th                                 | ne followin   | g) <b>RES</b> olved | DE                                    | Nied                       | SUSta     | ined    | Deadl       | ocked      |
| RESOLU   | ITION DES                                   | CRIPTION:     |                     |                                       |                            |           |         |             |            |
| The de   | cision of the                               |               | all be used as d    |                                       | tanak da ta kacabada dalam | 1         |         |             |            |

- 1. The 1 day suspension shall be reduced to a written reprimand.
- 2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 4/24/2014.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

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

1130/1n Date

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

May 4/30/15
Date

### GRIEVANCE INFORMATION

| AFSCME Grievan  | ce #  | 124611                               |                         |           | IDAS Grie   | vance #         | 14-04     | 70   |
|---|---|--------------------------------------|-------------------------|-----------|---|-----------------|-----------|--|
| Grievant Name   | Amy W   | Vearmout                             | h                       | <u></u> - |   |                 |           |  |
| Department/Loc  | -4:   | Iowa Cor<br>for Wom                  | rectional Institu<br>en | tion      | AFSCME Rep  | '<br>resentativ | e A       | dam Swihart  |
|   |   |                                      | Language                |           | of the followin   |                 | han fo    | ollowing.)   |
| SUS(*)pens Docket #   | RIVIANI   |                                      | nination                |           | (*) = # of Day  |                 | : SUS(15) | 05/01/2015   |
| RESOLUTION  |   | MATIO                                | DN                      |           |   | ,               |           |  |
| Resolution: Resolution: Resolution DES                                      |   | -                                    | RESolved                | D         | ENied SU:   | Stained         | Dead      | locked   |
| The decision of the 1. If there are resuspension, 2. If reduced was earning | e Panel o further onder numb on 4/3/20 owa Code | is:<br>issues deer 1 the part of 14. | grievant shall be       | reimb     | 5 the 10 day suspen<br>ursed five days of ba<br>nay be publicly poste | ack pay and a   | ccruals a |  |
| Jeff Panknen<br>Iowa Department of  | Adminis   | strative                             |                         |           | Mark Frymo  | •               | 61        | popularian maria (n. 1945). Propularia de la maria (n. 1945). Propularia (n. 1945). Prop |

Assistant to the President

Union Co-Chair

Dat

Services, Human Resources Enterprise

Management Co-Chair

#### GRIEVANCE INFORMATION

| AFSCME Grievance #  | 124213                   | IDAS Grievance #        | 14-0219             |  |  |  |  |
|---|--------------------------|-------------------------|---------------------|--|--|--|--|
| Grievant Name   | Ellis                    |                         |                     |  |  |  |  |
| Department/Location   | Glenwood Resource Center | AFSCME Representative   | Matt Butler         |  |  |  |  |
| Issue: SUS(3)   | (Choose one              | _l<br>of the following) | -                   |  |  |  |  |
| CLArification (Contract Language issue.) DIScipline (Other than following.) |                          |                         |                     |  |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)                  |                          |                         |                     |  |  |  |  |
| DOCKET INFORMA  | DION .                   |                         |                     |  |  |  |  |
| DHS-15-0024   |                          | Date F                  | 05/01/2015<br>leard |  |  |  |  |
| RESOLUTION INFO   | RNATION                  |                         |                     |  |  |  |  |
| Resolution: RES   |                          |                         |                     |  |  |  |  |
| (Choose one of the fo   | llowing) RESolved [      | DENied SUStained D      | Deadlocked          |  |  |  |  |
| RESOLUTION DESCRIP  | ΓΙΟΝ:                    |                         |                     |  |  |  |  |
| The decision of the Pane  | l is:                    |                         |                     |  |  |  |  |

- 1. The 3 day suspension shall be reduced to a written reprimand.
- 2. The grievant shall be reimbursed three days of back pay and accruals at the rate he was earning on 10/24/2013.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

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

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

M/Gry 5/1/2015'
Date

### GRIEVANCE INFORMATION

Management Co-Chair

5/19/15

Date

| AFSCME Grievano   | ce # 1237   | 95  |      | IDAS Grie      | vance #         | 15-009 | )2    |  |  |
|---|---|---|------|----------------|-----------------|--------|-------|--|--|
| Grievant Name   | Adam Kann   |   |      |                |                 |        |       |  |  |
| Department/Loc  | ation Iowa  | Medical Classificatio   | on   | AFSCME Rep     | arlene Anderson |        |       |  |  |
| Issue: SUS(10)  |   | (Choose or  | ne o | f the followin | g)              |        |       |  |  |
| CLArificati   | CLArification (Contract Language issue.) DIScipline (Other than following.) |   |      |                |                 |        |       |  |  |
| SUS(*)pens  | SUS(*)pension TERmination (*) = # of Days Example: SUS(15)                  |   |      |                |                 |        |       |  |  |
| DOCKET INFORMATION  |   |   |      |                |                 |        |       |  |  |
| Docket #  | Docket # DOC-15-0062 Date Heard 05/14/2015                                  |   |      |                |                 |        |       |  |  |
| RESOLUTION.   | INRORMA   | TION  |      |                |                 |        |       |  |  |
| Resolution: R   | ES .  |   |      |                |                 |        |       |  |  |
| (Choose one of t  | he followi  | ng) <b>RES</b> olved  | DI   | ENied SU       | Stained E       | Deadl  | ocked |  |  |
| RESOLUTION DES  | CRIPTION  | :   |      |                |                 |        |       |  |  |
| The decision of the Panel is:  1. The 10 day suspension shall be reduced to a written reprimand.  2. The grievant shall be reimbursed 10 days of back pay and accruals at the rate he was earning on 9/2/2014.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.  4. This decision is non precedent setting. |   |   |      |                |                 |        |       |  |  |
| Jeff Panknen  |   | assessment and a second a second and a second a second and a second a second and a second and a second and a |      | Mark Frymo     | oyer            |        |       |  |  |
| lowa Department of  | Administrat   | ive   |      |                | va Council 6    | 1      |       |  |  |
| Services, Human Resources Enterprise Assistant to the President   |   |   |      |                |                 |        |       |  |  |

### GRIEVANCE INFORMATION

| AFSCME Grievance #  | 92673                             | IDAS Grievance #                          |                 |  |  |  |  |
|---|-----------------------------------|---|-----------------|--|--|--|--|
| Grievant Name Way   | ne Streif                         |   |                 |  |  |  |  |
| Department/Location   | 1 <sup>st</sup> Judicial District | AFSCME Representative                     | Robin White     |  |  |  |  |
| Issue: SUS(5)   | (Choose o                         | I<br>one of the following)                |                 |  |  |  |  |
| CLArification (Contract Language issue.) DIScipline (Other than following.)   |                                   |   |                 |  |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)  |                                   |   |                 |  |  |  |  |
| DOCKET INFORMA  | TION                              |   |                 |  |  |  |  |
| Docket # CBC-15-0012  |                                   | Date He                                   | eard 05/14/2015 |  |  |  |  |
| RESOLUTION INFO   | RMATION                           |   |                 |  |  |  |  |
| Resolution: RES   |                                   |   |                 |  |  |  |  |
| (Choose one of the fo   | llowing) RESolved                 | DENied SUStained De                       | eadlocked       |  |  |  |  |
| RESOLUTION DESCRIP  | TION:                             |   |                 |  |  |  |  |
| The decision of the Panel is:  1. The 5 day suspension shall be reduced to a three day suspension.  2. The grievant shall be reimbursed 2 days of back pay and accruals at the rate he was earning on 7/31/2014.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.  4. This decision is non precedent setting. |                                   |   |                 |  |  |  |  |
| Jeff Panknen  |                                   | Mark Frymoyer                             | <del></del>     |  |  |  |  |
| Iowa Department of Admir  |                                   | AFSCME lowa Council 61                    |                 |  |  |  |  |
| Services, Human Resource<br>Management Co-Chair   | s cuterprise                      | Assistant to the President Union Co-Chair | l               |  |  |  |  |

5/14/2015

Date

5/14/2015

Date

### GRIDVANCE INFORMATION

| AFSCME Grievand                             | Ce # 10875  | 7                    | IDAS Grie  | evance #              | 15-0008                |  |  |  |
|---|---|----------------------|--|-----------------------|------------------------|--|--|--|
| Grievant Name                               | Comme Kent  |                      |  |                       |                        |  |  |  |
| Department/Loca                             | ation   | Complex Ankeny       | AFSCME Rep   | AFSCME Representative |                        |  |  |  |
| Issue: sus(1) (Choose one of the following) |   |                      |  |                       |                        |  |  |  |
| CLArification                               | CLArification (Contract Language issue.) DIScipline (Other than following.) |                      |  |                       |                        |  |  |  |
| SUS(*)pens                                  | SUS(*)pension TERmination (*) = # of Days Example: SUS(15)                  |                      |  |                       |                        |  |  |  |
| DOCKODIĘSKYCO                               | RIVAY) (ON  |                      |  |                       |                        |  |  |  |
| Docket #                                    | Docket # DOT-15-0008 Date Heard 05/28/2015                                  |                      |  |                       |                        |  |  |  |
| RESOUVEON                                   | INEORWAY  | (O)N                 |  |                       |                        |  |  |  |
| Resolution: R                               | ES  |                      |  |                       |                        |  |  |  |
| (Choose one of t                            | he followir   | g) RESolved          | DENied SU  | Stained D             | Deadlocke <del>d</del> |  |  |  |
| RESOLUTION DES                              | SCRIPTION:  |                      |  |                       |                        |  |  |  |
| 2. The grievant                             | suspension sha<br>shall be reimbe<br>owa Code Sect                          | ion 22.13 this docum | itten reprimand.<br>pay and accruals at the rat<br>nent may be publicly post |                       |                        |  |  |  |
| Jeff Panknen                                |   |                      | Mark Frym  | oyer                  |                        |  |  |  |
| lowa Department of                          | Administrat   | ve                   | AFSCME to  | wa Council 6          | 1                      |  |  |  |

lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

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

July rpull 5/25/15 Date M Gyy 5/29/2015-

## GRIEVANCE INFORMATION

| AFSCME Grievanc  | e #                        | IDAS Grievance #                               | 15-0015          |  |  |  |  |  |
|--|----------------------------|--|------------------|--|--|--|--|--|
| Grievant Name  | Belefia "Lou" Parks        |  |                  |  |  |  |  |  |
| Department/Loca  | Grimes Maintenance Ga      | AFSCME Representativ                           | /e Adam Swihart  |  |  |  |  |  |
| Issue: SUS(3)  | (Choose                    | one of the following)                          |                  |  |  |  |  |  |
| CLArification (Contract Language issue.) DIScipline (Other than following.)  |                            |  |                  |  |  |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)   |                            |  |                  |  |  |  |  |  |
| DOJEKTOJI INDOJ  | SINVARIONE TO THE          |  |                  |  |  |  |  |  |
| Docket #   | 0006                       | Date   | Heard 05/28/2015 |  |  |  |  |  |
| RDSOEVVONE   | PRESOLUTION SINCEPRIVATION |  |                  |  |  |  |  |  |
| Resolution: RE   | ES                         |  |                  |  |  |  |  |  |
| (Choose one of the   | he following) RESolved     | DENied SUStained                               | Deadlocked       |  |  |  |  |  |
| RESOLUTION DES   | CRIPTION:                  |  |                  |  |  |  |  |  |
| The decision of the Panel is:  1. The three day suspension shall be reduced to a one day suspension.  2. The grievant shall be reimbursed 2 days of back pay and accruals at the rate he was earning on 7/7/2014.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.  4. This decision is non precedent setting. |                            |  |                  |  |  |  |  |  |
| Jeff Panknen   |                            | Mark Frymoyer                                  |                  |  |  |  |  |  |
| lowa Department of Services, Human Res   |                            | AFSCME lowa Council Assistant to the President |                  |  |  |  |  |  |
| Management Co-Cha  | air /                      | Union Co-Chair                                 | aseris           |  |  |  |  |  |
| Della DA   | No in                      | 217  | 5/20/            |  |  |  |  |  |

Date

#### ACHRIDAYAANGIDAANKAAKKAAKAAN

|   |                                      |  |                           | •     |                   |  |                    |                  |
|---|--------------------------------------|--|---------------------------|-------|-------------------|--|--------------------|------------------|
| AFSCME Grieva   | nce#                                 | 120476                                 |                           |       | IDAS (            | Grievance #                            | 14-05              | 566              |
| Grievant Name   | Holl                                 | y Kohl                                 |                           | ,     |                   |  |                    |                  |
| Department/Lo   | cation                               | Child S<br>Cedar F                     | upport Recovery<br>Rapids |       | AFSCME F          | <br>Representativ                      | /e                 | Earlene Anderson |
| Issue: SUS(1)   |                                      |  | (Choose                   | one ( | i<br>of the follo | wing)                                  |                    |                  |
| CLArification (Contract Language issue.) DIScipline (Other than following.) |                                      |  |                           |       |                   |  |                    |                  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)                  |                                      |  |                           |       |                   |  |                    |                  |
| DIO(G)(dD/L/) (NIX  | O)RAIVKA                             | ſŬ <b>(</b> Θ)NE                       |                           |       |                   |  |                    |                  |
|   | 5-0055                               |  |                           |       |                   | _                                      |                    | 06/11/2015       |
| Docket # L  |                                      |  |                           |       |                   | Date                                   | Heard              | 1 []             |
| RIDIS(O) POLIVION   | DIVIDO                               | RWAT                                   | (0)N                      |       |                   |  |                    |                  |
| Resolution:   | RES                                  |  |                           |       |                   |  |                    |                  |
| (Choose one of  | the fo                               | llowin                                 | g) RESolved               | Ç     | ENied             | SUStained                              | Deac               | llocked          |
| RESOLUTION D  | ESCRIF                               | TION:                                  |                           |       |                   |  |                    |                  |
| 2. The grieva   | ny susper<br>int shall l<br>o Iowa C | sion shall<br>se reimbur<br>ode Sectio | on 22,13 this doct        | pay a | nd accruals at th | ie rate she was ear<br>posted on DAS v | ning on<br>ebsite. | June 13, 2014.   |
| Jeff Panknen  |                                      |  |                           |       |                   | rymoyer                                | . 61               |                  |
| lowa Department   | of Adm                               | inistrativ                             | /e                        |       | AFSCM             | IE Iowa Council                        | 01                 |                  |

Management Co-Chair

2/11/1/10

Date

Services, Human Resources Enterprise

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

M Cym 6/11/2015 Date

#### ECHRIDAWAN(EDJANIXERAWAYA)(EN

Management Co-Chair

| AFSCME Grievand  | ce # 120182  | IDAS Grievance   | 2 # 15-0222               |  |  |  |
|--|--|--|---------------------------|--|--|--|
| Grievant Name  | Manuel Nuno  |  |                           |  |  |  |
| Department/Loca  | Mt Pleasant Corrections Facility   | AFSCME Representative Kenton Cole  |                           |  |  |  |
| Issue: TER   | (Choose  | one of the following)  |                           |  |  |  |
| CLArification  | on (Contract Language  | issue.) DIScipline (Oth  | er than following.)       |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15) |  |  |                           |  |  |  |
| OFWIERDFYO)OLG   | RIVATION   |  |                           |  |  |  |
| Docket #   | -0127  | · [.   | Oate Heard 06/11/2015     |  |  |  |
| RESOLUTION   | NRORWANION   |  |                           |  |  |  |
| Resolution: R  | ES   |  |                           |  |  |  |
| (Choose one of t   | he following) RESolve  | d <b>DEN</b> ied <b>SUS</b> taine  | ed Deadlocked             |  |  |  |
| RESOLUTION DES   | SCRIPTION:   |  |                           |  |  |  |
| progression<br>2. The grievant<br>3. Pursuant to I         | tion shall be reduced to a 10 day<br>for Computer Security and Alerta<br>shall be reimbursed back pay an | suspension and final warning. This<br>ness on Post violations.<br>Id accruals minus interim earnings a<br>cument may be publicly posted on D | id the 10 day suspension. |  |  |  |
| Jeff Panknen   |  | Mark Frymoyer  |                           |  |  |  |
| lowa Department of   |  | AFSCME Iowa Cou  |                           |  |  |  |
| Services, Human Re   | sources Enterprise   | Assistant to the F   | President                 |  |  |  |

Date

#### GRIIDMANNOID IINITORIMAAIMONI

| AFSCME Grievance #  | 121960                                  | IDAS Grievance #       | 14-0532          |  |  |  |
|---|---|------------------------|------------------|--|--|--|
| Grievant Name Scott   | : Irwin                                 |                        |                  |  |  |  |
| Department/Location   | Mt Pleasant Correctional Facility       | AFSCME Representative  | Kenton Cole      |  |  |  |
| Issue: TER (Choose one of the following)                                    |   |                        |                  |  |  |  |
| CLArification (Contract Language issue.) DIScipline (Other than following.) |   |                        |                  |  |  |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)                  |   |                        |                  |  |  |  |
| DOCKET INFORMA  | TION                                    |                        | S                |  |  |  |
| DOC-15-0140   |   | Date He                | eard 06/11/2015  |  |  |  |
| RESOLUTION INFORMATION  |   |                        |                  |  |  |  |
| Resolution: RES   |   |                        |                  |  |  |  |
| (Choose one of the following) RESolved DENied SUStained Deadlocked          |   |                        |                  |  |  |  |
| RESOLUTION DESCRIPT   | TION:                                   |                        |                  |  |  |  |
|   | ved to voluntarily resign effective the | e date of termination. | rievance will be |  |  |  |

- 2. The grievant will submit a written letter of resignation no later than 6/25/2015. If the letter is not submitted the grievance will be deadlocked.
- 3. The letter of resignation will replace the letter of termination in the employees file. The grievant shall not be barred from future State employment.
- 4. Request for references will be responded to with date of hire, date of resignation, rate he was earning at the time he resigned.
- 5. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 6. This decision is non precedent setting.

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61
Assistant to the President

Union Co-Chair

Jan 2016 6 hilir

AM 6/11/2015
Date

### GRIDWANCDUNGORWATION

| AFSCME  | Grievano   | e #     | 126742  |                            |   | IDAS     | Grievance #       | 15-0 | 083        |
|---|------------|---------|---------|----------------------------|---|----------|-------------------|------|------------|
| Grievan   | t Name     | Mary T  | homas   |                            |   |          |                   |      |            |
| Departn   | nent/Loca  | ıtion   | Departr | nent of Education          | 1 | AFSCME I | <br>Representativ | e [  | Greg Lewis |
| Issue: SUS(5) (Choose o   |            |         | one c   | I<br>one of the following) |   |          |                   |      |            |
| CLArification (Contract Language issue.) DIScipline (Other than following.) |            |         |         |                            |   |          |                   |      |            |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)                  |            |         |         |                            |   |          |                   |      |            |
| 301016K4  | BALTANE(0) | RIVAVI) | (6)N    |                            |   |          |                   |      |            |
| Docket # DOE-15-0001 Date Heard 06/25/2015                                  |            |         |         |                            |   |          |                   |      |            |
| judsto)   | Additional | MeOR    | W.YI)   | ON :                       |   |          |                   |      |            |
| Resoluti  | on:        | ES      |         |                            |   |          |                   |      |            |
| (Choose   | one of th  | ne foll | owing   | g) RESolved                | D | ENied    | SUStained         | Deac | llocked    |
| RESOLU  | TION DES   | CRIPT   | ION:    |                            |   |          |                   |      |            |
|   |            |         |         |                            |   |          |                   |      |            |

#### The decision of the Panel is:

- 1. If there is no further discipline prior to 2/12/2016 the five day suspension shall be removed from the employees file.
- 2. If removed under number 2 above there will be no back pay awarded.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

125/10 Date

Mayor 6/25/2015

## GRIDVANGE INCORWATION

|  |   | / |          |                  |              |  |
|--|---|---|----------|------------------|--------------|--|
| AFSCME Grievan   | ce # 96458                                |   | IDAS G   | rievance #       | 15-0056      |  |
| Grievant Name  | Brett Sampson                             |   |          |                  |              |  |
| Department/Location Newton Correctional Fac  |   |   | AFSCME R | <br>epresentativ | Adam Swihart |  |
| Issue: SUS(3)  | sue: sus(3) (Choose one of the following) |   |          |                  |              |  |
| CLArification (Contract Language Issue.) DIScipline (Other than following.)  |   |   |          |                  |              |  |
| SUS(*)pension TERmination (*) = # of Days Example: SUS(15)   |   |   |          |                  |              |  |
| BOLOS (45) BOLOS (45)  | RWATION                                   |   |          |                  |              |  |
|  |   |   |          |                  |              |  |
| Docket # DOC-15-0045 Date Heard 06/26/2015   |   |   |          |                  |              |  |
| RECOUNTION   | INFORWATION                               |   |          |                  |              |  |
| Resolution: R  | RES                                       |   |          |                  |              |  |
| (Choose one of the following) RESolved DENied SUStained Deadlocked   |   |   |          |                  |              |  |
| RESOLUTION DE  | SCRIPTION:                                |   |          |                  |              |  |
| The decision of the Panel is:  1. The three day suspension shall be reduced to a one day suspension.  2. The grievant shall not be reimbursed back pay or accruals.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.  4. This decision is non precedent setting. |   |   |          |                  |              |  |

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME lowa Council 61

Assistant to the President

Union Co-Chair

Date