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

GRIEVANCE INFORMATION

AFSCME Grievance # 125341 IDAS Grievance # 15-0261

Grievant Name Diana Powers

Department/Location Mt Pleasant Mental Health Institute 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 INFORMATION

Docket # DHS-15-0084 Date Heard 07/10/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The termination shall be reduced to a three day suspension.
2. The grievant shall be reimbursed all back pay, accruals and benefits at the rate she was earning on December 19, 2014 minus interim earnings and the 3 day suspension.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

07/10/15
Date

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

7/10/15
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125342 IDAS Grievance # 15-0260

Grievant Name Elaine Lehman

Department/Location Mt Pleasant Mental Health Institute 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 INFORMATION

Docket # DHS-15-0085 Date Heard 07/10/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The termination shall be reduced to a three day suspension.
2. The grievant shall be reimbursed all back pay, accruals and benefits at the rate she was earning on December 19, 2014 minus interim earnings and the 3 day suspension.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

07/10/15
Date

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

7/10/15
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125589 IDAS Grievance # 14-0552

Grievant Name James Leber

Department/Location Woodward Resource Center AFSCME Representative Greg Lewis

Issue: SUS(1) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DHS-15-003 Date Heard 07/30/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be removed from the employees file if there are no further incidents of like nature prior to December 3, 2015.
2. If removed from the file no back pay will be 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

7/30/15
Date

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

7/30/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 121508 IDAS Grievance # 15-0147

Grievant Name Nick Scott

Department/Location Iowa State Penitentiary AFSCME Representative Kenton Cole

Issue: DIS (Choose one of the following)

CLArification (Contract Language Issue.) DIScipline (Other than following.)

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

DOCKET INFORMATION

Docket # DOC-15-0082 Date Heard 8/13/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file effective 8/13/2015 if there has been no further discipline.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

8/13/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

8/13/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 118532 IDAS Grievance # 15-0147

Grievant Name Pam Miller

Department/Location Iowa State Penitentiary AFSCME Representative Kenton Cole

Issue: DIS (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0083 Date Heard 8/13/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file effective 8/13/2015 if there has been no further discipline.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

8/13/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

8/13/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 104440 IDAS Grievance #

Grievant Name Patrick Maras

Department/Location 6th Judicial District AFSCME Representative Earlene Anderson

Issue: TER (Choose one of the following)

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

SUS(*)pension TERmination (*) = # of Days – – Example: SUS(05)

DOCKET INFORMATION

Docket # CBC-15-0031 Date Heard 8/13/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The termination shall be reduced to a 10 day suspension and final warning. The discipline and final warning shall only be used for progressive discipline for like nature incident. The final warning will be in effect until 8/13/2017.
2. The grievant shall be returned to work no later than August 28, 2015.
3. The grievant shall be reimbursed ½ of all back pay and accruals minus ½ interim earnings.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

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

8/13/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

8/13/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 123460 IDAS Grievance # 15-0054

Grievant Name Lois Whatley

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DVA-15-00010 Date Heard 08/18/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three day suspension shall be reduced to a written reprimand.
2. The grievant shall be reimbursed three days of back pay and accruals at the rate she was earning on 07/15/2014.
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

8/18/15
Date

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

8/18/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125426 IDAS Grievance # 15-0052

Grievant Name Chris Cook

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

Issue: SUS(3) (Choose one of the following)

CLArification (Contract Language Issue.) DIScipline (Other than following.)

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

DOCKET INFORMATION

Docket # DVA-15-0007 Date Heard 08/18/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three day suspension shall only be used in progressive discipline for like nature incidents.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

8/18/15
Date

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

8/18/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 120798 IDAS Grievance # 15-0053

Grievant Name Michelle Scarsbrook

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DVA-15-0004 Date Heard 08/18/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three day suspension shall be reduced to a one day suspension.
2. The grievant shall be reimbursed two days of back pay and accruals at the rate she was earning on 07/15/2014 .
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

8/18/15
Date

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

8/18/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125427 IDAS Grievance # 15-0048

Grievant Name Brandon Wolken

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DVA-15-0006 Date Heard 08/18/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three day suspension shall be reduced to a one day suspension.
2. The grievant shall be reimbursed two days of back pay and accruals at the rate she was earning on 07/15/2014.
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

8/18/15
Date

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

8/18/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 120799 IDAS Grievance # 15-0051

Grievant Name Greg Smith

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

Issue: SUS(5) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DVA-15-0008 Date Heard 08/18/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The five day suspension shall only be used in progressive discipline for like nature incidents.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

8/18/15
Date

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

8/18/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125413 IDAS Grievance # 15-0216

Grievant Name Lynette Borel

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

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 # DVA-15-0017 Date Heard 08/19/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 11/3/2015 the one day suspension shall be removed from the grievant's file.
2. If removed under number one above the grievant shall not receive back pay and 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

8/19/15
Date

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

9/19/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 119740 IDAS Grievance # 15-0285

Grievant Name Kendall Starits

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

Issue: DIS (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DVA-15-0001 Date Heard 08/19/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 9/15/2015 the written reprimand shall be removed from the grievant's file.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

8/19/15
Date

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

8/19/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125416 IDAS Grievance # 15-0215

Grievant Name April Scovill

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DVA-15-0018 Date Heard 08/19/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 11/4/2015 the three day suspension shall be removed from the grievant's file.
2. If removed under number one above the grievant shall not receive back pay and 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

8/19/15
Date

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

8/19/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 119739 IDAS Grievance # 15-0392

Grievant Name Shellee Jordebrek

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

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 # DVA-15-0002 Date Heard 08/19/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be reduced to written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 2/19/2015.
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

8/14/15
Date

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

9/9/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125420 IDAS Grievance # 15-0429

Grievant Name Calma McDowell

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

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 # DVA-15-0022 Date Heard 08/19/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 1/1/2016 the one day suspension shall be removed from the grievant's file.
2. If removed under number one above the grievant shall receive back pay and accruals at the rate she was earning on 3/11/2105
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

8/19/15
Date

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

8/19/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 127329 IDAS Grievance # 15-0335

Grievant Name Duane Jess

Department/Location Newton Correctional Facility AFSCME Representative Adam Swihart

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0137 Date Heard 08/24/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 3 day suspension shall be reduced to a 1 day suspension.
2. If there are no further incidents prior to 8/24/2016 the 1 day suspension shall be removed from the employees file.
3. There shall be no back pay or accruals awarded.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

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

8/24/15
Date

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

8/24/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 96460 IDAS Grievance # 15-0158

Grievant Name Michael Wynn

Department/Location Newton Correctional Facility AFSCME Representative Adam Swihart

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 # DOC-15-0097 Date Heard 08/24/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
2. There shall be no back pay or accruals 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.

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

Blair Parker 8/24/15
Date

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

8/24/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 127326 IDAS Grievance # 15-0263

Grievant Name Randy Owens

Department/Location Newton Correctional Facility AFSCME Representative Adam Swihart

Issue: SUS(5) (Choose one of the following)

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

SUS(*)pension TERmination (*) = # of Days - - Example: SUS(05)

DOCKET INFORMATION

Docket # DOC-15-0117 Date Heard 08/24/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

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

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

Blair Parker 8/24/15
Date

Rick Eilander
AFSCME Iowa Council 61
Union Representative
Union Co-Chair

8/24/15
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 96464 IDAS Grievance # 15-0108

Grievant Name Randy Owens

Department/Location Newton Correctional Facility AFSCME Representative Adam Swihart

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0070 Date Heard 08/24/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

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

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

Blair Parker 8/24/15
Date

Rick Eilander
AFSCME Iowa Council 61
Union Representative
Union Co-Chair

8/24/15
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 124973 IDAS Grievance # 15-0173

Grievant Name James Reipe

Department/Location Iowa Workforce Development AFSCME Representative Matt Butler

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # IWD-15-0006 Date Heard 08/24/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three day suspension shall be reduced to one day suspension.
2. The grievant shall be reimbursed two day of back pay and accruals at the rate he was earning on 10/21/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

Blair Parker 8/24/15
Date

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

Mark Frymoyer 8/24/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 116325 IDAS Grievance # 15-0137

Grievant Name Anita Villegas

Department/Location Iowa Correctional Institution for Women AFSCME Representative Adam Swihart

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 # DOC-15-0096 Date Heard 8/25/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there is no further incidents of like nature prior to 11/1/2015 the one day suspension shall be removed from the employees file.
2. There shall be no back pay or accruals awarded if removed.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Steve Squires
Management Co-Chair

8/25/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

8/25/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 121571 IDAS Grievance # 15-0325

Grievant Name Sherri Marion

Department/Location Iowa Workforce Development AFSCME Representative Matt Butler

Issue: SUS(1) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # IWD-15-0008 Date Heard 8/25/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 1 day suspension shall be removed from the employees file if there are no further discipline (excluding tardy and attendance) prior to 1/15/2016.
2. If removed under number 1 the employee shall receive one day of back pay and accruals at the rate she was earning on 1/14/2015.
3. ~~There shall be no back pay or accruals awarded~~ MF/SJS
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Steve Squires
Management Co-Chair

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

8/25/15 Date

08/25/2015 Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 119450 IDAS Grievance # 15-0088

Grievant Name Matt Gabel

Department/Location Clarinda Correctional Facility AFSCME Representative 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 # DOC-15-0076 Date Heard 08/26/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be reduced to written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 8/20/2014.
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

8/26/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

8/26/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 124323 IDAS Grievance # 15-0470

Grievant Name Kerrie VanDeMark

Department/Location Fort Dodge Correctional Facility AFSCME Representative Matt Butler

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0148 Date Heard 08/26/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three day suspension shall be reduced to one day suspension.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

8/26/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

8/26/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 128780 IDAS Grievance # 15-0594

Grievant Name Curtis Gillaspy

Department/Location Alcoholic Beverage Division AFSCME Representative Rick Eilander

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 # ABD-16-0001 Date Heard 08/27/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension and final warning shall be reduced to written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 6/16/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

08/27/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

8/27/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125545 IDAS Grievance # 15-0206

Grievant Name Donna Murray

Department/Location Woodward Resource Center AFSCME Representative Greg Lewis

Issue: SUS(10) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DHS-15-0081 Date Heard 08/28/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The ten day suspension and final warning shall be removed from the employees file.
2. There shall be no back pay or accruals 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.

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

08/28/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

8/28/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 122727 IDAS Grievance # 15-0221

Grievant Name Greg Yager

Department/Location Iowa State Penitentiary AFSCME Representative Kenton Cole

Issue: DIS (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0110 Date Heard 09/08/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

9/9/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/9/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 118492 IDAS Grievance # 15-0256

Grievant Name Greg Yager

Department/Location Iowa State Penitentiary AFSCME Representative Kenton Cole

Issue: SUS(1) (Choose one of the following)

CLArification (Contract Language issue.) DISciplne (Other than following.)

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

DOCKET INFORMATION

Docket # DOC-15-0124 Date Heard 09/08/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be removed from the grievant file.
2. The grievant shall receive one day of back pay and accruals at the rate he was earning on November 21, 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.

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

09/08/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/8/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 123125

IDAS Grievance # 15-~~0294~~ 15-0249

Grievant Name Ray Bolander

Department/Location Mt Pleasant Correctional Facility

AFSCME Representative Kenton Cole

Issue: SUS(4) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0126

Date Heard 09/09/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be removed from the grievant's files. The grievant shall receive one day of back pay and accruals at the rate he was earning on 12/15/2014.
2. If there is no discipline between 9/9/2015 and 9/9/2016 the three day suspension shall be reduced to a one day suspension. If reduced the grievant shall receive two days of back pay and accruals at the rate he was earning on 12/15/2014.
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 Edgar
Iowa Department of Administrative Services, Human Resources Enterprise Management Co-Chair

9/9/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/9/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 110336 IDAS Grievance # 15-0294

Grievant Name Carey Mellow

Department/Location Mt Pleasant Correctional Facility AFSCME Representative Kenton Cole

Issue: SUS(10) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0154 Date Heard 09/09/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The ten day suspension shall be reduced to a 5 day suspension.
2. Due to no loss of pay there shall be no back pay or accruals 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 Edgar
Iowa Department of Administrative Services, Human Resources Enterprise Management Co-Chair

9/9/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/9/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 127174 IDAS Grievance # 15-0178

Grievant Name Tony Dailey

Department/Location Mt Pleasant Correctional Facility AFSCME Representative Kenton Cole

Issue: SUS(10) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0114 Date Heard 09/09/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The ten day suspension shall be reduced to a five day suspension.
2. The grievant shall be reimbursed five days of back pay and accruals at the rate he was earning on 10/29/2014
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 Edgar
Iowa Department of Administrative Services, Human Resources Enterprise Management Co-Chair

9/9/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/9/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 121964 IDAS Grievance # 15-0202

Grievant Name Jeff Reynolds

Department/Location Mt Pleasant Correctional Facility AFSCME Representative Kenton Cole

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0094 Date Heard 09/09/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to November 3, 2015 the three day suspension shall be reduced to a one day suspension.
2. If reduced under number 1 above the grievant shall receive two days of back pay and accruals at the rate he was earning on 11/2/2014.
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 Edgar
Iowa Department of Administrative Services, Human Resources Enterprise Management Co-Chair

9/9/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/9/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 129929 IDAS Grievance # 15-0431

Grievant Name Julia Hansen

Department/Location Independence Mental Health Institute 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: SUS(15)

DOCKET INFORMATION

Docket # DHS-15-0089 Date Heard 09/10/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 3/16/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

Andrea Macy 9/10/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/10/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 103789 IDAS Grievance # 15-0439

Grievant Name Michael Smith

Department/Location Newton Correctional Facility AFSCME Representative Adam Swihart

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 # DOC-16-0017 Date Heard 09/24/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall remain.
2. The section H. Professional Demeanor shall be removed from the discipline.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

9/24/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/24/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 124620 IDAS Grievance # 15-0508

Grievant Name Elizabeth Hopkins

Department/Location Iowa Correctional Institution for Women AFSCME Representative Adam Swihart

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-16-0013 Date Heard 09/24/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If no further discipline prior to 5/3/2016 the 3 day suspension shall be reduced to a 1 day suspension.
2. If reduced under number 1 above there will be no back pay or accruals 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.

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

Greenfield 9/24/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/24/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 116160 IDAS Grievance # CBC

Grievant Name Nancy Bembry

Department/Location CBC – 5th Judicial District AFSCME Representative Greg Lewis

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # CBC-16-0005 Date Heard 09/24/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 3 day suspension shall be reduced to 1 day suspension.
2. The grievant shall be reimbursed two days of back pay and accruals at the rate she was earning on 6/26/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

9/24/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/24/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 120910 IDAS Grievance # 15-0526

Grievant Name Steven Wells

Department/Location Clarinda Correctional Facility AFSCME Representative Julie Dake Abel

Issue: SUS (10) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-16-0018 Date Heard 09/25/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The ten day suspension and final warning shall be reduced to three day suspension.
2. The grievant shall be reimbursed seven day of back pay and accruals at the rate he was earning on 5/12/2015.
3. If there is no further discipline prior to 9/25/2016 the three day suspension shall be reduced to a one day suspension. If reduced he shall be reimbursed two additional days of back pay and accruals he was earning on 5/12/2015.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

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

09/25/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

9/25/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 127424 IDAS Grievance # 15-0476

Grievant Name Dennis DeFord

Department/Location Iowa Medical and Classification Center AFSCME Representative Earlene Anderson

Issue: DIS (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0171 Date Heard 10/08/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file effective 9/29/2015.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

10/8/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

10/8/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125206 IDAS Grievance # 15-0454

Grievant Name Ryan Quinby

Department/Location Anamosa State Penitentiary AFSCME Representative Robin White

Issue: SUS(5) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-15-0170 Date Heard 10/08/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The five day suspension shall be reduced to a three day suspension.
2. Grievant shall be reimbursed two days of back pay and accruals at the rate he was earning on 1/22/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

Greenfield 10/8/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

10/9/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 99454 IDAS Grievance # 15-0492

Grievant Name Jan Warwick

Department/Location DOT – Ames Complex AFSCME Representative Adam Swihart

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOT-16-0003 Date Heard 10/29/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three day suspension shall be reduced to a one day suspension.
2. The grievant shall receive two days of back pay and accruals at the rate he was earning on 4-23-2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

10-29-15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

10/29/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 108942 IDAS Grievance # 15-0577

Grievant Name Randal Anderson

Department/Location Iowa Lottery - Clive AFSCME Representative Matt Butler

Issue: DIS (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DIL-16-0001 Date Heard 10/29/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file effective 11/11/2015.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

10/29/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

10/29/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125093 IDAS Grievance # 15-0487

Grievant Name Joyce Figgins

Department/Location Glenwood Resource Center AFSCME Representative Julie Dake Abel

Issue: TER (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DHS-16-0008 Date Heard 10/30/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The grievant will be allowed to voluntarily resign effective the date of termination.
2. The grievant will submit a written letter of resignation no later than 11/13/2015. 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. The grievant shall be barred from future State employment.
4. Request for references will be responded to with date of hire, date of resignation, rate she 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.

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

Andrea Macy 10/30/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

10/30/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125065 IDAS Grievance # 15-0446

Grievant Name David Phillips

Department/Location Glenwood Resource Center AFSCME Representative 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 # DHS-15-0092 Date Heard 10/30/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 3-19-2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

Andrea Macy 10/30/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

10/30/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 94955 IDAS Grievance # 15-0458

Grievant Name Linda Rae Kelty

Department/Location Independence Mental Health Institute AFSCME Representative Robin White

Issue: SUS(5) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DHS-16-0011 Date Heard 11/13/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The grievant shall be reimbursed with five days of pay at the rate she was earning on 4/9/2015.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

11-13-15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

11-13-2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 118734 IDAS Grievance # 15-0524

Grievant Name Keegan Sheets

Department/Location Iowa State Penitentiary AFSCME Representative Kenton Cole

Issue: SUS(10) (Choose one of the following)

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

SUS(*)pension TERmination (*) = # of Days - - Example: SUS(05)

DOCKET INFORMATION

Docket # DOC-16-0028 Date Heard 11/13/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The ten day suspension shall be reduced to a 3 day suspension.
2. The grievant shall be reimbursed 7 days of back pay and accruals at the rate he was earning on 5/8/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

11-13-15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

11-13-2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125096 IDAS Grievance # 15-0521

Grievant Name Lydia Schneider

Department/Location Clarinda Mental Health Institute AFSCME Representative Julie Dake Abel

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DHS-16-0020 Date Heard 11/20/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three day paper suspension shall be reduced to a written reprimand.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

11-20-15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

11-20-2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 129785 IDAS Grievance # 16-0039

Grievant Name Michael Brammer

Department/Location Glenwood Resource Center AFSCME Representative Julie Dake Abel

Issue: TER (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DHS-16-0016 Date Heard 11/20/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The termination shall be reduced to a 10 day suspension and final warning for non-tardy and attendance issues.
2. The grievant shall not receive any back pay, accruals or benefits.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

KGreenfield 11-20-15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

Mark Frymoyer 11-20-2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 124552 IDAS Grievance # 16-0002

Grievant Name Samantha Sease

Department/Location Iowa Correctional Institution for Women AFSCME Representative Adam Swihart

Issue: TER (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-16-0036 Date Heard 11/19/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The termination shall be reduced to a 5 day suspension.
2. The grievant shall be reimbursed back pay, accruals and benefits at the rate she was earning on 7/2/2015. The grievant shall be returned to her shift and days off.
3. If there are no further incident prior to 7/2/2016 the five day suspension shall be reduced to a 3 day suspension. There shall be no further back pay if reduced.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

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

11/19/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

11-19-15
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125290 IDAS Grievance # 16-0027

Grievant Name Prince Thomas

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

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 # DVA-16-0007 Date Heard 11/19/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand on 5/19/2016 if there are no further incidents.
2. If reduced under number 1 the grievant shall receive one day of back pay and accruals at the rate she was earning on 7/1/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

11/19/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

11-19-2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 129777 IDAS Grievance # 15-0596

Grievant Name Erica Palmer

Department/Location Glenwood Resource Center AFSCME Representative Julie Dake Abel

Issue: SUS(5) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DHS-16-0028 Date Heard 12/17/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The final warning shall be removed.
2. If no further incident of like nature the 5 day suspension shall be reduced to a 3 day suspension on 6/16/2016.
3. The grievant shall not receive back pay, accruals or benefits if reduced.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

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

12-17-15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

12-17-2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125074 IDAS Grievance # 15-0510

Grievant Name Darrel Case

Department/Location Glenwood Resource Center AFSCME Representative Julie Dake Abel

Issue: SUS(5) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DHS-16-0021 Date Heard 12/17/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 5 day suspension and final warning shall be reduced to a 3 day suspension.
2. The grievant shall receive two days back pay and accruals at the rate he was earning 4/27/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

12-17-15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

12-17-2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 114241 IDAS Grievance # 8th Dist

Grievant Name Gary Sanders

Department/Location 8th Judicial District AFSCME Representative Kenton Cole

Issue: SUS(5) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # CBC-15-0016 Date Heard 12/11/15

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The five day suspension shall be reduced to a 3 day suspension.
2. If no further incident of like nature the 3 day suspension shall be reduced to a 1 day suspension on 5/13/2016.
3. The grievant shall receive back pay, accruals or benefits at the rate he was earning on 11/7/2014 with each reduction.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

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

12/11/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

12-11-2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 123454 IDAS Grievance # 16-0073

Grievant Name Juan Sanchez

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

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 # DVA-16-0012 Date Heard 12/18/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day shall be reduced to a written reprimand on 2/7/2016 if there are no further incidents of like nature.
2. The grievant shall receive one day back pay and accruals if reduced under number 1.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

12/18/2015
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

12/18/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125245 IDAS Grievance # 16-0115

Grievant Name Blaise Whitmore

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DVA-16-0010 Date Heard 12/18/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 3 day suspension shall be reduced to a 1 day suspension.
2. The grievant shall receive back pay and accruals at the rate he was earning on 8/31/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

12/18/2015
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

12/18/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125244 IDAS Grievance # 16-0066

Grievant Name Denise Dvorak

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

Issue: SUS(5) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DVA-16-0009 Date Heard 12/18/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If no further incidents of like nature prior to 7/28/2016 the 5 day suspension shall be reduced to a 3 day suspension.
2. If no further incidents of like nature prior to 7/28/2017 the 3 day suspension shall be reduced to a 1 day suspension.
3. The grievant will not receive back pay or accruals if reduced.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

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

12/18/2015
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

12/18/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 123612 IDAS Grievance # 16-0135

Grievant Name Constance Schlesky

Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander

Issue: SUS(5) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DVA-16-0013 Date Heard 12/18/2015

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 5 day suspension shall be reduced to a 3 day suspension.
2. Grievant shall receive 2 days of back pay and accruals at the rate she was earning on 9/3/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

12/18/2015
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

12/18/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 127278 IDAS Grievance # 16-0074

Grievant Name James Sullivan

Department/Location Iowa Medical Classification Center AFSCME Representative Earlene Anderson

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 # DOC-16-0031 Date Heard 01/14/2016

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The termination shall be reduced to a 5 day suspension. The 5 day suspension shall only count in progression for like incidents.
2. Grievant shall receive back pay and accruals minus unemployment and interim earnings.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

01/14/16
Date

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

01-14-2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 130008 IDAS Grievance # 15-0556

Grievant Name Ray Bolander

Department/Location Mt. Pleasant Correctional Facility AFSCME Representative Kenton Cole

Issue: SUS(10) (Choose one of the following)

CLArification (Contract Language Issue.) DIScipline (Other than following.)

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

DOCKET INFORMATION

Docket # DOC-16-0026 Date Heard 01/15/2016

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 10 day suspension shall only be used in progression for incidents of like nature.
2. If there is no further discipline prior to 1/15/2017 the 10 day suspension shall be reduced to a 5 day suspension.
3. If reduced under #2 the grievant shall receive back pay and accruals at the rate he was earning on 5/11/2015.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

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

01/15/2016
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

01/15/2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 127951 IDAS Grievance # 16-0056

Grievant Name Regina Larkins

Department/Location Mt. Pleasant Correctional Facility AFSCME Representative Kenton Cole

Issue: SUS(10) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-16-0040 Date Heard 01/15/2016

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 10 day suspension shall be reduced to a 3 day suspension.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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

01/15/2016
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

01/15/2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 124549 IDAS Grievance # 16-0107

Grievant Name Michael Engle

Department/Location Iowa Correctional Institution for Women AFSCME Representative Adam Swihart

Issue: SUS(5) (Choose one of the following)

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

SUS(*)pension TERmination (*) = # of Days - - Example: SUS(05)

DOCKET INFORMATION

Docket # DOC-16-0051 Date Heard 01/29/2016

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 5 day suspension shall be reduced to a 3 day suspension.
2. Grievant shall receive back pay and accruals at the rate he was earning on 9/4/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

01-29-2016
Date

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

01-29-2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 126610 IDAS Grievance # 16-0082

Grievant Name Tom Erickson

Department/Location Iowa Correctional Institution for Women AFSCME Representative Adam Swihart

Issue: SUS(3) (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # DOC-16-0049 Date Heard 01/29/2016

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If no further discipline prior to 8/14/2016 the 3 day suspension shall be reduced to a 1 day suspension.
2. Grievant shall not receive any back pay and accruals if reduced.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

01-29-2016
Date

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

01-29-2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 129773 IDAS Grievance # 15-0592

Grievant Name Lori Clemens

Department/Location Glenwood Resource Center AFSCME Representative 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 # DHS-16-0030 Date Heard 01/29/2016

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 1 day suspension shall be reduced to a written reprimand.
2. Grievant shall receive one day of back pay and accruals at the rate she was earning on 6/18/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

01-29-2016
Date

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

01-29-2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 124647 IDAS Grievance # 16-0101

Grievant Name Rosanne Malek

Department/Location Department of Education AFSCME Representative Matt Butler

Issue: DIS (Choose one of the following)

CLArification (Contract Language issue.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # DOE-16-0002 Date Heard 2/25/16

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand will be rewritten and all work directives removed from the reprimand.
2. The reprimand and work directive shall be removed based on the August 5, 2015 date as per Article IV Section 9.

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

02-25-2016
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

02-25-2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 126146 IDAS Grievance # 15-0567

Grievant Name Kim Thornburg

Department/Location Mt Pleasant Correctional Facility AFSCME Representative Kenton Cole

Issue: SUS(1) (Choose one of the following)

CLArification (Contract Language issue.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # DOC-16-0038 Date Heard 3/10/2016

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one-day suspension shall be removed from the employees file.
2. The grievant shall receive one day of back pay and accruals at the rate she was earning on 6-5-2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

3/10/2016
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

3/10/2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 126144 IDAS Grievance # 15-0605

Grievant Name Kim Thornburg

Department/Location Mt Pleasant Correctional Facility AFSCME Representative Kenton Cole

Issue: SUS(3) (Choose one of the following)

CLArification (Contract Language issue.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # DOC-16-0039 Date Heard 3/10/2016

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three-day suspension shall be reduced to a one-day suspension.
2. The grievant shall receive two days of back pay and accruals at the rate she was earning on 6-18-2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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

3/10/2016
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

3/10/2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 121725 IDAS Grievance # 15-0341

Grievant Name Nancy Hoffman

Department/Location Child Support Recovery – Cedar Rapids AFSCME Representative Robin White

Issue: SUS(5) (Choose one of the following)

CLArification (Contract Language issue.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # DHS-16-0039 Date Heard 4/14/2106

RESOLUTION INFORMATION

Resolution: **RES**

(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The five-day suspension shall be reduced to a 3-day suspension.
2. Grievant shall not receive back pay or accruals.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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

04/14/16
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

4/14/2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125379 IDAS Grievance # 16-0048

Grievant Name Ryne Hartkemeyer

Department/Location Anamosa State Penitentiary AFSCME Representative Robin White

Issue: SUS(1) (Choose one of the following)

CLArification (Contract Language issue.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # DOC-16-0048 Date Heard 3/10/2016

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 7-29-2016 the one-day suspension shall be reduced to a written reprimand. The written reprimand shall only be used in progression for like incidents.
2. The grievant shall receive no back pay or accruals.
3. If no further incidents of like nature prior to 1-29-2017 the written reprimand shall be removed.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

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

3/10/2016
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

3/10/2016
Date

Grievance Resolution Improvement Process
G.R.I.P.
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GRIEVANCE INFORMATION

AFSCME Grievance # 101316 IDAS Grievance # 15-0582

Grievant Name Nancy Hoffman

Department/Location Child Support Recovery – Cedar Rapids AFSCME Representative Robin White

Issue: SUS(10) (Choose one of the following)

CLArification (Contract Language issue.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # DHS-16-0040 Date Heard 4/14/2106

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The ten-day suspension shall be reduced to a 5-day suspension.
2. Grievant shall receive three days of back pay or accruals at the rate she was earning on 6-8-2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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

04/14/16
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

4/14/2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 124335 IDAS Grievance # 16-0285

Grievant Name Alan Lockman

Department/Location Fort Dodge Corr. Fac. AFSCME Representative Matt Butler

Issue: Sus (1) (Choose one of the following)

CLArification (Contract Language issue.) **DIS**cipline (Other than following.)

SUS(*)pension **TER**mination (*) = # of Days – – Example: **SUS**(15)

DOCKET INFORMATION

Docket # DOC-16-0075 Date Heard 4-28-16

RESOLUTION INFORMATION

Resolution: Res

(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is:

The discipline shall remain a one day suspension. The one day suspension shall be removed on November 5, 2016, if no further discipline occurs. If removed no back pay shall be awarded. This shall be non-precedent setting.

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

[signature] 4-28-16
Date

Preston DeBoer
AFSCME Iowa Council 61
Union Co-Chair

Preston DeBoer 4/28/16
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 129558 IDAS Grievance # 16-0379

Grievant Name Jacqulyn Short

Department/Location Iowa Correctional Institution for Women AFSCME Representative Adam Swihart

Issue: termination (Choose one of the following)

CLArification (Contract Language issue.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # DOC-16-0080 Date Heard 4-28-16

RESOLUTION INFORMATION

Resolution: Res

(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is: Grievant will be offered the opportunity to resign in lieu of discharge. Resignation shall be effective December 17, 2015. A resignation shall be submitted by May 12, 2016. If no resignation is received by May 12, 2016, the grievance is denied. This is non-precedent setting.

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

4-28-16
Date

Preston DeBoer
AFSCME Iowa Council 61
Union Co-Chair

Preston DeBoer 4.28.16
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 103737 IDAS Grievance # 16-0364

Grievant Name Casey McDonough

Department/Location DOC - NCF AFSCME Representative Swihart

Issue: SUS (3) (Choose one of the following)

CLArification (Contract Language issue.) **DIS**cipline (Other than following.)

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

DOCKET INFORMATION

Docket # DOC-16-0069 Date Heard 4/29/16

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is: resolved

1. If Grievant has no further discipline as of 12/10/16, the three (3) day suspension shall be reduced to a one (1) day suspension.
2. If reduced under #1 above, Grievant shall not receive back pay or accruals as a result of the reduction.

Non precedent setting. This decision may be publicly posted on DAS website

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

[signature] 4/29/16
Date

Preston DeBoer
AFSCME Iowa Council 61
Union Co-Chair

Preston DeBoer 4.29.16
Date