

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

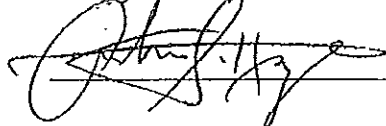
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

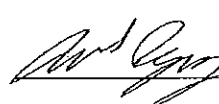
1. The termination shall be reduced to a three day suspension.
2. The grievant shall be reimbursed all back pay, accruals and benefits at the rate she was earning on December 19, 2014 minus interim earnings and the 3 day suspension.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

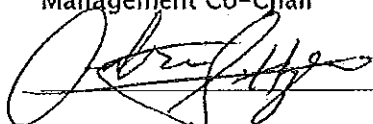
Resolution:
(Choose one of the following) RESolved DENied SUSained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

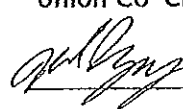
1. The termination shall be reduced to a three day suspension.
2. The grievant shall be reimbursed all back pay, accruals and benefits at the rate she was earning on December 19, 2014 minus interim earnings and the 3 day suspension.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly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

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



Date

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



Date

**Grievance Resolution Improvement Process
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

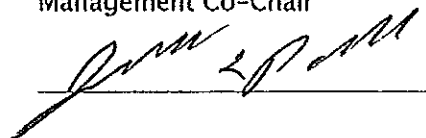
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

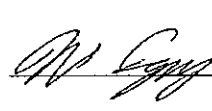
The decision of the Panel is:

1. The one day suspension shall be 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


Date

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


Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

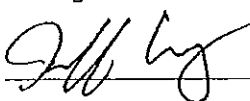
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION


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

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file effective 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 # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

SUS(*)pension TERmination (*) = # of Days -- Example: SUS0¹⁵

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved DENIED SUStained Deadlocked

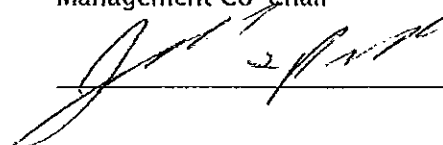
RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. The 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

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


8/13/15
Date


8/13/2015
Date

Grievance Resolution Improvement Process
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AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

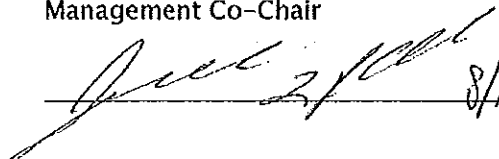
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. The 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


Date

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


Date

Grievance Resolution Improvement Process
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

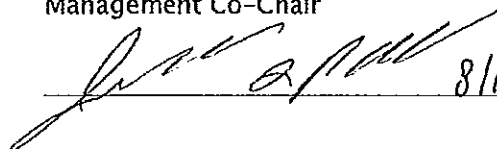
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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


Date

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


Date

Grievance Resolution Improvement Process
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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

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


Date

 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 Bilander
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

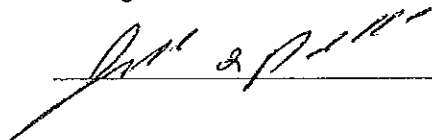
RESOLUTION DESCRIPTION:


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 \$he 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

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

 8/18/15
Date

 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 Bilander
Issue: SUS(S) (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

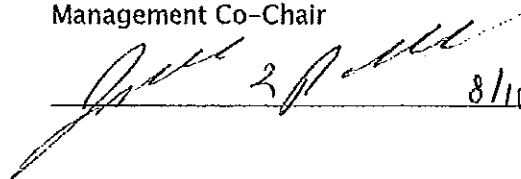
Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked

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


Date 8/18/15

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


Date 8/18/2015

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

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

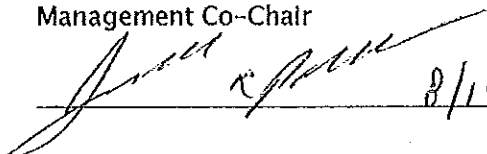
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 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


Date

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


Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

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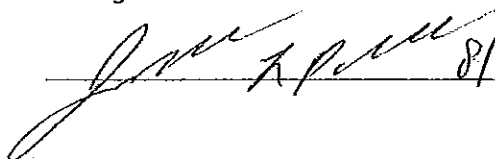
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 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


Date

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


Date

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

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

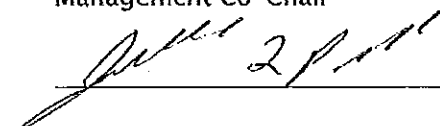
RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. If there are no further incidents of like nature prior to 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

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

 8/19/15
Date

 8/19/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

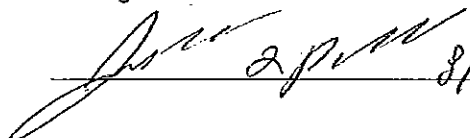
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

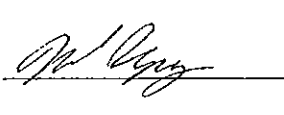
RESOLUTION DESCRIPTION:

- The decision of the Panel is:
1. The one day suspension shall be reduced to 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

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


Date


Date

Grievance Resolution Improvement Process
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 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

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


Date


Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 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

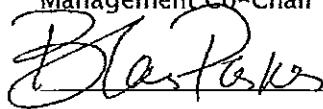
Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

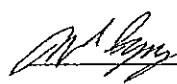
1. The 3 day suspension shall be reduced to a 1 day suspension.
2. If there are no further incidents prior to 8/24/2016 the 1 day suspension shall be removed from the employees file.
3. There shall be no back pay or accruals awarded.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

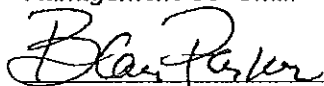
Resolution:
(Choose one of the following) RESolved DENIED SUStained Deadlocked

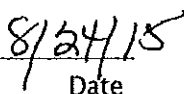
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
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.

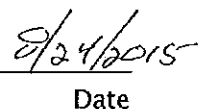
Blair Parker
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair




Date

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




Date

Grievance Resolution Improvement Process
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

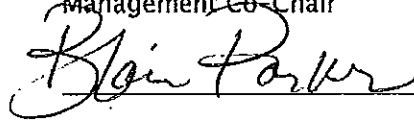
(Choose one of the following) RESolved DENIED SUStained Deadlocked

RESOLUTION DESCRIPTION:

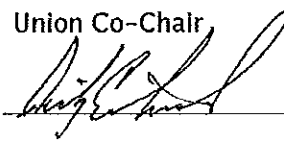
The decision of the Panel is:

1. The 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

 8/24/15
Date

Rick Ellander
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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

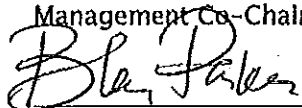
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

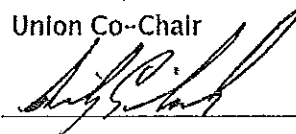
1. The 3 day suspension shall be reduced to a 1 day.
2. There shall be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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



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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:

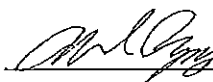
1. The three day suspension shall be reduced to one day suspension.
2. The grievant shall be reimbursed two day of back pay and accruals at the rate he was earning on 10/21/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent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

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



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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. If there 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

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

 8/25/15
Date

 8/25/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 1 day suspension 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~~ *MP/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

Steve Squires
Date

8/25/15
Date

MP/SJS
Date

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

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

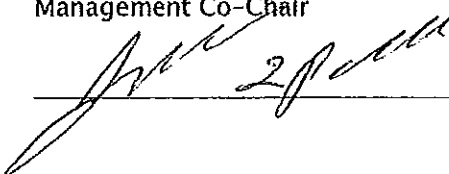
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

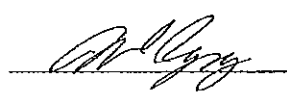
The decision of the Panel is:

1. The one day suspension shall be reduced to 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

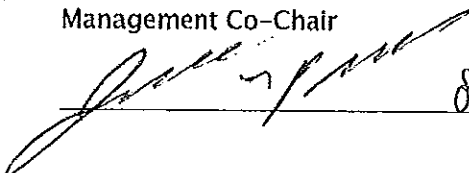
Resolution:
(Choose one of the following) RESolved DENIED SUStained Deadlocked

RESOLUTION DESCRIPTION:

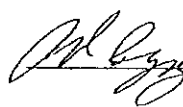
The decision of the Panel is:

1. The 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

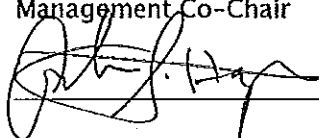
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension 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



Date

08/27/15

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



Date

8/27/2015

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

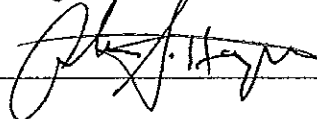
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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



Date

08/28/15

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



Date

08/28/2015

Grievance Resolution Improvement Process

G.R.I.P. Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

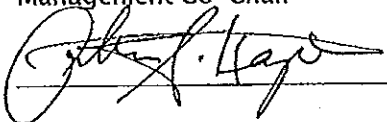
Resolution:
(Choose one of the following) RESolved DENIED SUStained Deadlocked

RESOLUTION DESCRIPTION:

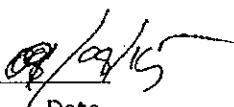
The decision of the Panel is:

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



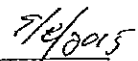
Date



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



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.) DIScipline (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

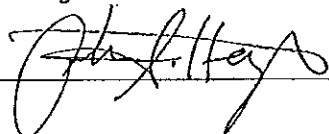
RESOLUTION DESCRIPTION:

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

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



09/08/15
Date



9/8/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

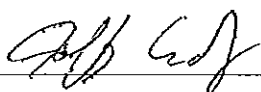
(Choose one of the following) RESolved DENIED SUSained Deadlocked

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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

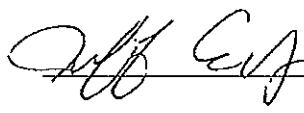
RESOLUTION DESCRIPTION:

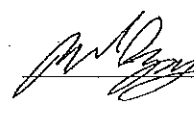
The decision of the Panel is:

1. The 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

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

 9/9/15
Date

 9/9/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

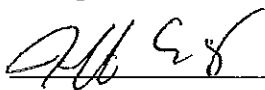
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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.

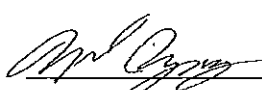
Jeff Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



9/9/15

Date

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



7/1/2015

Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

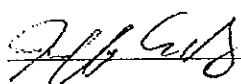
RESOLUTION DESCRIPTION:

The decision of the Panel is:

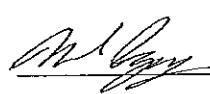
1. If there are no further incidents of like nature prior to November 3, 2015 the three day suspension shall be reduced to a one day suspension.
2. If reduced under number 1 above the grievant shall receive two days of back pay and accruals at the rate he was earning on 11/2/2014.
3. Pursuant to Iowa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

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



9/9/15
Date



9/9/2015
Date

Grievance Resolution Improvement Process
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DISCipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

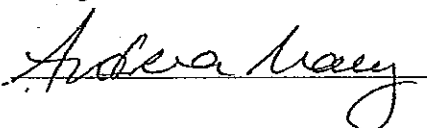
Resolution:
(Choose one of the following) RESolved DENIED SUStained Deadlocked

RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
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

 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.
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

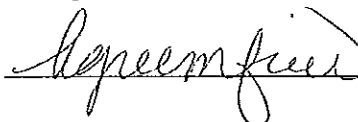
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

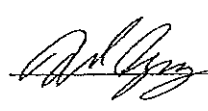
The decision of the Panel is:

1. The one day suspension shall 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


Date

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


Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

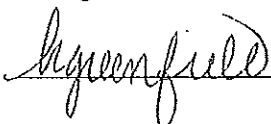
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. 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



Date

7/24/15

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



Date

7/24/2015

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

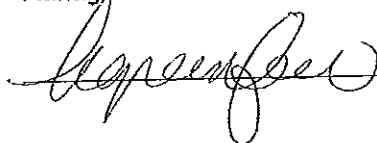
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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

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


Date


Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS¹⁵

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

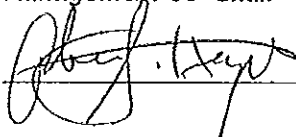
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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



Date

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



Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

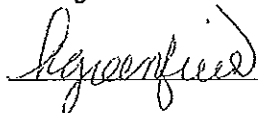
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)

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

SUS(*)pension TERmination

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

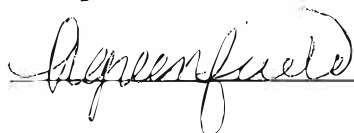
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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



Date

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



Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

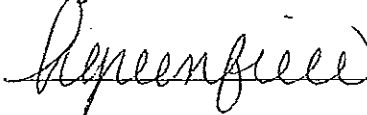
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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

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

 10-29-15
Date

 10/29/2015
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

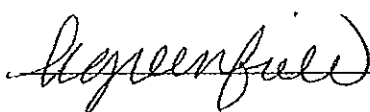
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:


1. The written reprimand 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



11/29/15
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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

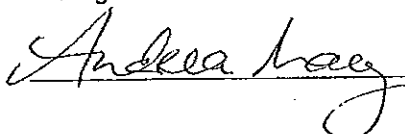
Resolution:
(Choose one of the following) RESolved DENied SUSained Deadlocked

RESOLUTION DESCRIPTION:

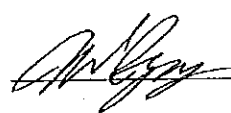
The decision of the Panel is:

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

 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(03)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

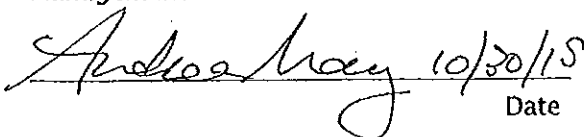
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

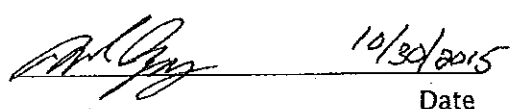
The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
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


Date

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


Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

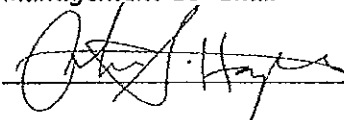
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

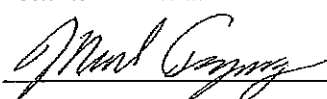
1. The grievant shall be reimbursed with five days of pay at the rate she was earning on 4/9/2015.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS05)

DOCKET INFORMATION

Docket # Date Heard

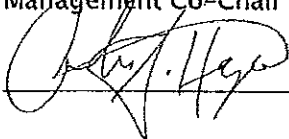
RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

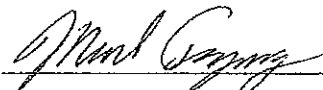
- The decision of the Panel is:
1. The ten day suspension shall be reduced to a 3 day suspension.
 2. The grievant shall be reimbursed 7 days of back pay and accruals at the rate he was earning on 5/8/2015.
 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
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

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

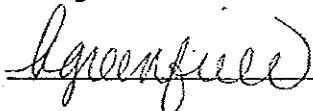
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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



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 # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

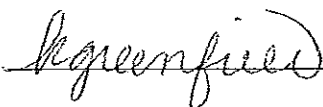
(Choose one of the following) RESolved DENied SUSained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

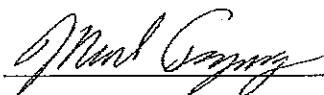
1. The termination shall be reduced to a 10 day suspension and final warning for non-tardy and attendance issues.
2. The grievant shall not receive any back pay, accruals or benefits.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent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

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



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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS¹⁵

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

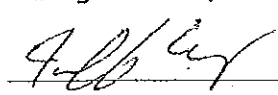
Resolution:
(Choose one of the following) RESolved DENied SUSained Deadlocked

RESOLUTION DESCRIPTION:

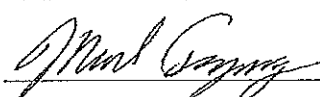
The decision of the Panel is:

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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)

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

SUS(*)pension

TERmination

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

DOCKET INFORMATION

Docket #

Date Heard

RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

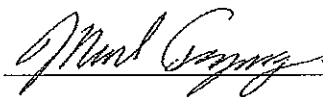
1. The one day suspension shall be reduced to a written reprimand on 5/19/2016 if there are no further incidents.
2. If reduced under number 1 the grievant shall receive one day of back pay and accruals at the rate she was earning on 7/1/2015.
3. Pursuant to Iowa Code Section 22.13 this document may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



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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)

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

SUS(*)pension TERmination

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

DOCKET INFORMATION

Docket #

Date Heard

RESOLUTION INFORMATION

Resolution:

(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.

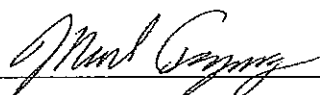
Jeff Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)

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

SUS(*)pension TERmination

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

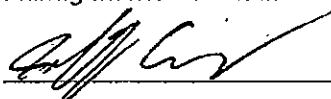
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

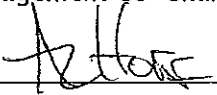
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. The 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


Date

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


Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

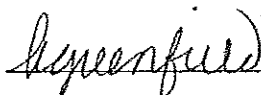
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

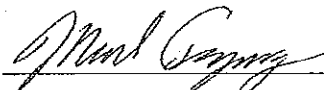
1. The one day shall be reduced to a written reprimand on 2/7/2016 if there are no further incidents of like nature.
2. The grievant shall receive one day back pay and accruals if reduced under number 1.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

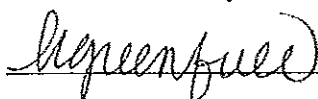
Resolution:
(Choose one of the following) RESolved DENied SUSained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

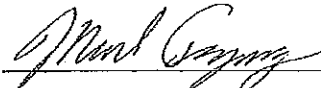
1. If no further incidents of like nature prior to 7/28/2016 the 5 day suspension shall be reduced to a 3 day suspension.
2. If no further incidents of like nature prior to 7/28/2017 the 3 day suspension shall be reduced to a 1 day suspension.
3. The grievant will not receive back pay or accruals if 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)

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

SUS(*)pension

TERmination

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

DOCKET INFORMATION

Docket #

Date Heard

RESOLUTION INFORMATION

Resolution:

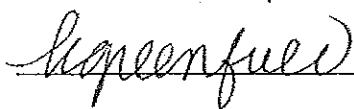
(Choose one of the following) RESolved DENied SUSained Deadlocked

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 # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

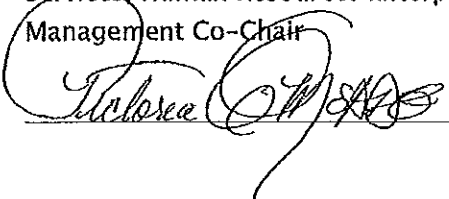
(Choose one of the following) RESolved DENIED SUStained Deadlocked

RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. The 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


Date

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


Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

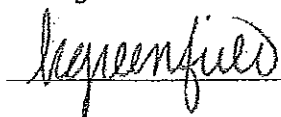
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

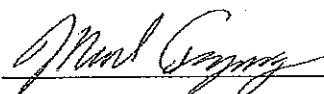
1. The 10 day suspension shall only be used in progression for incidents of like nature.
2. If there is no further discipline prior to 1/15/2017 the 10 day suspension shall be reduced to a 5 day suspension.
3. If reduced under #2 the grievant shall receive back pay and accruals at the rate he was earning 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS0⁹

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

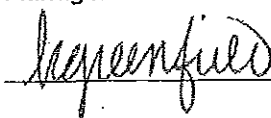
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 10 day suspension 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.

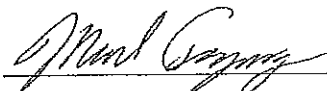
Kathryn Greenfield
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)

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

SUS(*)pension

TERmination

(*) = # of Days -- Example: SUS(03)

DOCKET INFORMATION

Docket #

Date Heard

RESOLUTION INFORMATION

Resolution:

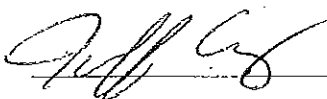
(Choose one of the following) RESolved DENied SUSained Deadlocked

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.

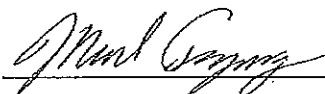
Jeff Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

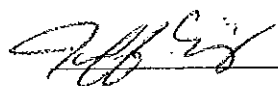
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 1 day suspension 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (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 # Date Heard 2/25/16

RESOLUTION INFORMATION

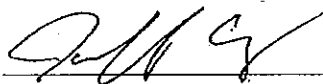
Resolution:
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Dead**locked

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.

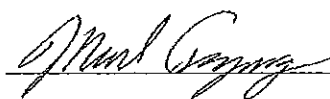
Jeff Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



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 # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

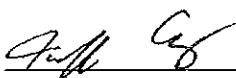
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:


1. The one-day suspension shall be 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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (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 # Date Heard

RESOLUTION INFORMATION

Resolution:
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Dead**locked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

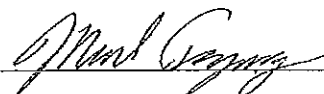
1. The three-day suspension shall be reduced to a one-day suspension.
2. The grievant shall receive two days of back pay and accruals at the rate she was earning on 6-18-2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent 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 # 99682

IDAS Grievance # 16-0278

Grievant Name Andrew Herron

Department/Location Department of Transportation

AFSCME Representative Adam Swihart

Issue: **TER** (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 # DOT-16-0017

Date Heard 3/31/2016

RESOLUTION INFORMATION

Resolution: **RES**

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:

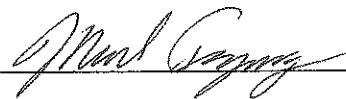
1. The termination shall be reduced to a 10-day suspension and final warning. The final warning shall be in effect until 3/31/2018. The final warning shall not apply to tardy and attendance. Grievant shall be returned to work no later than 4/15/2016.
2. Grievant shall not receive back pay or accruals.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

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



03/31/2016
Date

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



03/31/2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

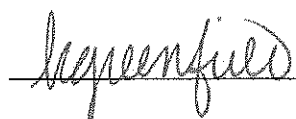
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Dead**locked

RESOLUTION DESCRIPTION:

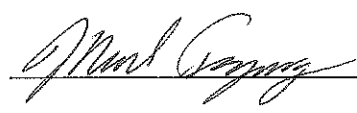
The decision of the Panel is:

1. The grievance is resolved in part and denied in part.
2. The one-day suspension shall remain, however the grievant shall be reimbursed two hours of back 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.

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


Date

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


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.)

DIScipline (Other than following.)

SUS(*)pension

TERmination

(*) = # 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 **Dead**locked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

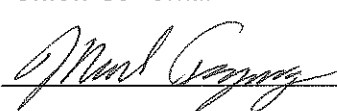
1. The five-day suspension shall be reduced to a 3-day suspension.
2. Grievant shall not receive back pay or accruals.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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



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 # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

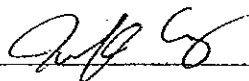
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 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.
Settlement**

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.)

DIScipline (Other than following.)

SUS(*)pension

TERmination

(*) = # 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 **Dead**locked

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

Mark Frymoyer

AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

4/14/2016

Date

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 Fwt Dodge Corr. Fac.

AFSCME Representative Matt Buter

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-16-0075

Date Heard 4-28-16

RESOLUTION INFORMATION

Resolution: RES

(Choose one of the following) RESolved DENied SUStained 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

Preston DeBoer
AFSCME Iowa Council 61
Union Co-Chair

Kathryn Greenfield 4-28-16
Date

Preston DeBoer 4/28/16
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 124558

IDAS Grievance # 16-0379

Grievant Name Jacquelyn Short

Department/Location Iowa Correctional
Institution for women

AFSCME Representative Adam Smith

Issue: termination (Choose one of the following)

CLARification (Contract Language issue.)

DIScipline (Other than following.)

SUS(*)pension

TERmination

(*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # DOC-16-0000

Date Heard 4-28-16

RESOLUTION INFORMATION

Resolution: Res

(Choose one of the following) RESolved DENied SUStained 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-procedural setting.

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

Preston DeBoer
AFSCME Iowa Council 61
Union Co-Chair

Kathryn Greenfield

4-28-16

Date

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.)

DIScipline (Other than following.)

SUS(*)pension

TERmination

(*) = # 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) RESolved DENied SUStained 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 OAS website

Preston DeBoer

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

AFSCME Iowa Council 61
Union Co-Chair

Jeff Eds 4/29/16

Date

Preston DeBoer 4.29.16

Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

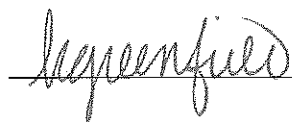
Resolution:

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

RESOLUTION DESCRIPTION:

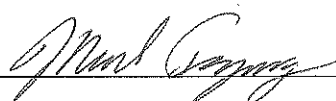
- The decision of the Panel is:
1. The 3-day suspension shall be reduced to a 1-day suspension.
 2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
 3. This decision is non-precedent setting.

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



5/26/2016
Date

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



5/26/2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

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

RESOLUTION DESCRIPTION:

The decision of the Panel is:

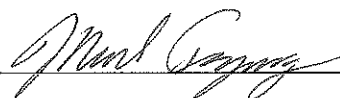
1. The 5-day suspension shall be reduced to a 3-day suspension.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non-precedent setting.

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



5/26/2016
Date

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



5/26/2016
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125213

IDAS Grievance # 16-0531

Grievant Name Tracy Bunge

Department/Location Anamosa

AFSCME Representative White

Issue: Term (Choose one of the following)

CLARification (Contract Language issue.)

DIScipline (Other than following.)

SUS(*)pension

TERmination

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

DOCKET INFORMATION

Docket # Doc-16-D107

Date Heard 6/9/16

RESOLUTION INFORMATION

Resolution: Res

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

in lieu of termination
Grievant shall be allowed to resign effective 6/23/16, if resignation is received by 6/23/16. Otherwise grievance shall be denied.
Pursuant to Iowa Code Section 22.13 this document may be posted on IDAS website.
Non-precedent setting

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

[Signature] 6/9/16
Date

Adam Swihart
AFSCME Iowa Council 61
Union Co-Chair

[Signature] 6/9/16
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 128179

IDAS Grievance # CBC-16-0020

Grievant Name Patrick Maras

Department/Location CBC 6

AFSCME Representative Anderson

Issue: Term (Choose one of the following)

CLARification (Contract Language issue.)

DIScipline (Other than following.)

SUS(*)pension

TERmination

(*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # CBC-16-002

Date Heard 6/9/16

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 given the opportunity to resign
2. resignation shall be received by June 22nd or grievance shall be denied
3. Pursuant to Iowa Code Section 22.13 this document may be publicly post on DAS website
4. This decision is non-precedent setting.

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

Jeff Edgar 6/9/16
Date

Adam Swihart
AFSCME Iowa Council 61
Union Co-Chair

Adam Swihart 6/9/16
Date