#### \*(C)RHD)VAN(@B}HNJXO)RHVAAN(O)N

•.						•			
AFSCME Gri	evance #	125341		IDAS Grievance #					
Grievant Na	me Diar	na Powers							
Department	:/Location	Mt Pleasant Me Institute	ental Health	AFSCME Representative Kenton Cole					
Issue: TEI	R	(CI	hoose one	 of the foll	owing)				
CLAri	fication (C	Contract Lan	guage issi	ue.) DISc	ipline (Other t	han following.)			
\$U\$(*)	)pension	TERmina	tion	(*) = #	of Days – – Example	: SUS(13)			
DOCKICIES	NEORWA	T(ON			-				
DHS-15-0084 Date Heard 07/10/2015									
RDSOFFINONINGORMATION									
Resolution: RES									
(Choose one of the following) RESolved DENied SUStained Deadlocked									
RESOLUTIO	N DESCRIF	TION:							
The decision	n of the Pa	nel ic							

1. The termination shall be reduced to a three day suspension.

Date

- 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 F	iayes
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lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

#### (ARTIDIVATNO) DE INICO) RIVA (III (O) N

AFSCME	E Grievano	e# [	125342			·IDAS	Grieva	nce#	15-0260	
Grievan	t Name	Elain	e Lehman					Į.		
Departr	nent/Loca	ation	Mt Pleas Institute	ant Mental Hea	alth	AFSCME I	Repres	entativ	e Kenton Cole	
lssue:	TER			(Choose	one o	of the follo	wing)			
· · · C	LArificati	on (C	ontract	Language	issue	e.) DiScip	oline (	Other th	nan following.)	
S	US(*)pens	lon	TER	nination		(*) = # c	of Days –	– Example:	SUS(15)	
Dolek	E/LTINKO)	RIVAY	(IONE							
Docket i	DHS-15-	0085		Ľ	Date H		10/2015			
RIDSO	INDALI(O)NA	iyao)	AMA PIT	ON 12-12						
Resolut	ion: R	ES								
(Choose	e one of t	he fol	lowing	) RESolved	d E	ENied	SUSta	ined	Deadlocked	
RESOLU	ITION DES	CRIP	TION:							
701 T	1 1 0 1	ъ	T. A.	<u> </u>						

#### 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
lowa Department of Administrative
Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

#### CRITEVANCED INCORWAYD (ON

AFSCM	E Grievano	e#	125589			IDAS	Grievance #	14	-0552
Grievan	Grievant Name								
Departi	nent/Loca	ation	Woodw	ard Resource Cer	iter	AFSCME	Representati	ve	Greg Lewis
Issue:	SUS(1)			(Choose	one o	) of the follo	owing)		
C	LArificatio	on (C	ontrac	t Language	issue	e.) DISci	pline (Other	than	following.)
S	US(*)pens	ion	TER	mination		(*) = # (	of Days – – Examp	le: SUS	<b>(</b> (15)
• <b>J</b> D(0(e)K	EPTINEO)	RIVIAV	VON:						
Docket :	DHS-15-003 Date Heard 07/30/2015								
RESOLUTION INFORMATION									
Resolut	tion: Ri	ES							
(Choose one of the following) RESolved DENied SUStained Deadlocked									
RESOLU	ITION DES	CRIP	TION:						
The de	alalan afth	a Dana	1 404						

#### 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

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

7/30/14 M Copy

7/342015

### GRIDWANCE INCORWATION

AFSCME Grievance # 121508 IDAS Grievance # 15-0147							
Grievant Name Nick Scott							
Department/Location Iowa State Penitentiary AFSCME Representative Kenton Cole							
Issue: DIS (Choose one of the following)							
CLArification (Contract Language Issue.) DIScipline (Other than following.)							
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)							
DOGREE MYCORWAYDON							
Docket # DOC-15-0082 Date Heard 8/13/2015							
RESOLUTION INFORMATION							
Resolution: RES							
(Choose one of the following) RESolved DENied SUStained Deadlocked							
RESOLUTION DESCRIPTION:							
<ol> <li>The decision of the Panel is:</li> <li>The written reprimand shall be removed from the employees file effective 8/13/2015 if there has been no further discipline.</li> <li>Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.</li> <li>This decision is non precedent setting.</li> </ol>							
Jeff Edgar Mark Frymoyer							

Jeff Edgar

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

#### GRIEVANCE INFORMATION

AFSCME Grievance # 118532	IDAS Grievance #
Grievant Name Pam Miller	
Department/Location lowa State Penitentiary	AFSCME Representative Kenton Cole
Issue: DIS (Choose of	one of the following)
CLArification (Contract Language i	ssue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)
DOCKET INFORMATION	
Docket # DOC-15-0083	8/13/2015 ate Heard
RESOLUTION INFORMATION	
Resolution: RES	
(Choose one of the following) RESolved	DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
has been no further discipline.	d from the employees file effective 8/13/2015 if there his document may be publicly posted on DAS website.
Jeff Edgar Iowa Department of Administrative Services, Human Resources Enterprise Management Co-Chair  8/13/15	Mark Frymoyer AFSCME Iowa Council 61 Chief of Staff Union Co-Chair  1/3/3015

Date

#### (C) ( I) D) WAN (C) D) IN I COTAL WAY (C) N

	., 104440	1	
AFSCME Grievan	Ce #	IDAS Grievance #	
Grievant Name	Patrick Maras		<u></u>
Department/Loc	ation 6th Judicial District	AFSCME Representative	Earlene Anderson
Issue: TER	(Choose	one of the following)	
CLArificati	on (Contract Language	issue.) DIScipline (Other than	n following.)
SUS(*)pens	ion TERmination	(*) = # of Days Example: SU	S(15)
	RWATHON A CONTRACT		
Docket # CBC-15		ate Heard 8/13/2015	
RDS(O)AUUU(O)NA	NEORWANION.		
Resolution: R	ES		
(Chaora and of t	he following) RESolved	DENied SUStained De	adlocked
(Choose one of t	ne following) KESolved	DENIEU SUStaineu De	autockeu
RESOLUTION DES	SCRIPTION:		
The decision of th			
shall only be		uspension and final warning. The discipline a or like nature incident. The final warning will	
8/13/2017.	shall be returned to work no later	_	
<ol><li>The grievant</li></ol>	shall be reimbursed 1/2 of all back	pay and accruals minus 1/2 interim earnings.	
	owa Code Section 22,13 this docu n is non precedent setting.	ment may be publicly posted on DAS websit	e.

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

Jeff Panknen

JAN 8/13/13 Date Mark Frymoyer

**AFSCME Iowa Council 61** 

Chief of Staff

Union Co-Chair

Al Guy

9/13/2015

#### Settlement

# 

AFSCME Grievan	ce # 123460	IDAS Grievance #
Grievant Name	Lois Whatley	
Department/Loc	ation Iowa Veterans Home	AFSCME Representative Rick Eilander
Issue: SUS(3)	(Choose	one of the following)
CLArificati	on (Contract Language	issue.) DIScipline (Other than following.)
SUS(*)pens	ion TERmination	(*) = # of Days Example: SUS(15)
idio) ekadir inido)	RIVATUON	
Docket #	-00010	Date Heard 08/18/2015
TRIDS(O)HUUU(O)NH	NRORWATION	
Resolution: R	ES	
(Choose one of t	he following) RESolved	DENied SUStained Deadlocked
RESOLUTION DES	SCRIPTION:	
RESOLUTION DES	SCRIPTION:	

- 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

### Settlement

# GRIDVAVNGD INTORNYAVION

AFSCME Grievand Grievant Name	ce # 125426 Chris Cook	IDAS Grievance #	0052
Department/Loc	ation Iowa Veterans Home	AFSCME Representative	Rick Eilander
Issue: SUS(3)	(Choose	one of the following)	
CLArificati	on (Contract Language	Issue.) DIScipline (Other than	following.)
SUS(*)pens	sion TERmination	(*) = # of Days Example: SUS	(15)
TOTOTEKADARAWKO	MANANON,		
Docket # DVA-15	-0007	Date Hea	08/18/2015
IRDS(O)BUIN(O)N	INFORMATION		
Resolution: R	ES		
(Choose one of t	the following) RESolved	DENied SUStained Dea	adlocked
RESOLUTION DES	SCRIPTION:		
incidents.  2. Pursuant to	day suspension shall only be o Iowa Code Section 22.13 th	used in progressive discipline for like	on DAS website.
Jeff Panknen		Mark Frymoyer	
Janua Danartmant of	Administrativa	AECCME lower Council 61	

lowa Department of Administrative Services, Human Resources Enterprise

8/11/11 Date

Management Co-Chair

AFSCME lowa Council 61 Assistant to the President

Union Co-Chair

#### Settlement-

# GRIDVANGDINGORWAYION

AFSCME Grievano	e # 120798		IDAS Grie	vance #	5-0053	
Grievant Name	Michelle Scarsbro	ook				
Department/Loca	Iowa Veter	ans Home	AFSCME Rep	resentative	Rick	Eilander
Issue: SUS(3)		(Choose one	of the followin	g)		
CLArification	on (Contract L	anguage Issu	e.) DIScipline	e (Other than	n follo	owing.)
SUS(*)pens	ion TERm	ination	(*) = # of Day	s – – Example: SU	Sus	
DIOTEKSBYĽŠONICO)	BI//A/D(ON					
Docket #	0004			Date Hea	ard	08/18/2015
าะไปร(อาคัยครั้งอาคัย	MEORIVATIO	Visit 1			,	
Resolution: RI	ES					
(Choose one of the	ne following)	RESolved 1	DENied SU	Stained De	adloc	ked
RESOLUTION DES	CRIPTION:					
The decision of the			1			
<ol> <li>The three day suspension shall be reduced to a one day suspension.</li> <li>The grievant shall be reimbursed two days of back pay and accruals at the rate she was</li> </ol>						
•	07/15/2014 . :Towa Code Sect	tion-22:13-this-d	ocument may be p	ublicly-posted-	on DA	S-website.
	on is non preced		ovanione may ov p	worldry posteru	022 251	10 7,400174

Date

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61
Assistant to the President

Union Co-Chair

M Cyry

8/18/2015

#### Settlement

#### GRADWANGDANKORWAWON

AFSCME Grievand	te # 125427	IDAS Grievance #
Grievant Name	Brandon Wolken	
Department/Loca	Iowa Veterans Home	AFSCME Representative Rick Eilander
Issue: SUS(3)	(Choose	one of the following)
CLArification	on (Contract Language	issue.) DIScipline (Other than following.)
SUS(*)pens	ion TERmination	(*) = # of Days Example: SUS(15)
TOTAL MATERIAL TOTAL	PH/WIVAN	
Docket #	0006	Date Heard 08/18/2015
RESOUTION	INFORWATION	
Resolution: R	ES	
(Choose one of t	 he following) RESolved	DENied SUStained Deadlocked
RESOLUTION DES	SCRIPTION:	·
2. The grieva earning on	lay suspension shall be redunt shall be reimbursed two don't 07/15/2014.	ced to a one day suspension.  ays of back pay and accruals at the rate the was  his document may be publicly posted on DAS website.

jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

4. This decision is non precedent setting.

Management Co-Chair

Date

Mark Frymoyer

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

# Settlement

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Management Co-Chair

AFSCME Grievance # 120799	IDAS Grievance #
Grievant Name Greg Smith	
Department/Location Iowa Veterans Home	AFSCME Representative Rick Eilander
Issue: sus(s) (Choose or	ne of the following)
CLArification (Contract Language is	sue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days – – Example: $SUS^{(15)}$
JDIO(O){GOALSBYJE(O);AJVZASU(O)NE	
Docket # DVA-15-0008	Date Heard 08/18/2015
TRESOCUTION INROPWATION	
Resolution: RES	
Resolution.	
(Choose one of the following) RESolved	DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
	ed in progressive discipline for like nature incidents. s document may be publicly posted on DAS website.
Jeff Panknen	Mark Frymoyer
lowa Department of Administrative	AFSCME Iowa Council 61

8/18/1/ Date Union Co-Chair

# Settlement

# CRIDIANED INCORNATION

	AFSCME Grievance # 125413  Grievant Name Lynette Borel	IDAS Grievance #
	Department/Location Iowa Veterans Home	AFSCME Representative Rick Eilander
		e of the following)
	CLArification (Contract Language Issues SUS(*)pension TERmination	ue.) DIScipline (Other than following.)  (*) = # of Days Example: SUS(15)
	DOTEKTET TINEORIMAVILON	
-	DVA-15-0017	Date Heard 08/19/2015
	RESOLUTION INFORMATION	
	Resolution: RES  (Choose one of the following) RESolved  RESOLUTION DESCRIPTION:	DENied SUStained Deadlocked
	be removed from the grievant's file.  2. If removed under number one above the grievant's file.	rievant shall not receive back pay and accruals.
	Jeff Panknen	Mark Frymoyer
	Iowa Department of Administrative	AFSCME lowa Council 61
	Services, Human Resources Enterprise  Management Co-Chair	Assistant to the President Union Co-Chair

## Settlement

# GRIDWANGBHARORWAYUON

AFSCME Grievand	e # 119740	IDAS Grievance #	
Grievant Name	Kendall Starits		
Department/Loca	Iowa Veterans Home	AFSCME Representative Rick Eilander	
Issue: DIS	(Choose o	one of the following)	
CLArification	on (Contract Language	issue.) DIScipline (Other than following.)	
SUS(*)pens	ion TERmination	(*) = # of Days Example: SUS(15)	
316(6(6){40/1/34N(40)	RWAYUON		
DVA-15-	0001	Date Heard 08/19/201	5
RDSOMUNONA	NEORWATION		
Resolution: R	ES		<u>-</u>
(Choose one of t	he following) RESolved	DENied SUStained Deadlocked	
RESOLUTION DES	SCRIPTION:		
be removed 2. Pursuant to	no further incidents of like a from the grievant's file.	nature prior to 9/15/2015 the written reprimand shall	ð.
leff Dealers		Africa Engage	

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME lowa Council 61
Assistant to the President

Union Co-Chair

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# Settlement

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TABLES	1. <i>1. 10.</i> 13. 17	かりの母か.	\$ 10 A\$ #1	118 712	ነ ልዩ ነ
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AFSÇME	Grievance	# 125410	ĵ		IDAS C	Grievanc	e #	15-0215	
Grievan	t Name	April Scovill	,				L		
Departr	nent/Locat	ion Iowa V	eterans Home		AFSCME R	epreser	tative	Rick	Eilander
Issue:	SUS(3)		(Choose	one of	the follow	ving)			
C	LArification	n (Contrac	t Language	issue.	<b>DIS</b> cip	line (Ot	her tha	an follo	owing.)
S	US(*)pensio	on TE	Rmination		(*) = # of	Days E	kample: S	SUS(85)	
\$\vec{p}(0)(e){\langle}	ET INCOR	WAAD(O)N							
Docket i	DVA-15-0	018					Date He	eard	08/19/2015
Trios(a)	igojiv(o)NgaN	ydoriwky	ION						
Resolut	ion: RES	}							
(Choose	e one of the	e followin	g) RESolved	DE	Nied	SUStain	ed D	eadloc	cked
RESOLU	TION DESC	CRIPTION:							
1. 2.	shall be remarked u	o further in oved from t inder numb	cidents of like he grievant's fi er one above th Section-22,13 t	le. e griev	ant shall not	receive l	ack pay	y and ac	cruals.

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

4. This decision is non precedent setting.

Management Co-Chair

Mark Frymoyer

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

Union Co-Chair

8/19/12 Date

# Settlement

#### (CYRTIDAYAN(C)DZINID(O)RTYPAYD(O)NI

**************************************			
AFSCME Grievand	ce # 119739	IDAS Grie	vance # 15-0392
Grievant Name	Shellee Jordebrek		
Department/Loca	ation Iowa Veterans Home	AFSCME Repr	resentative Rick Eilander
Issue: SUS(1)	(Choose	 one of the following	g)
CLArification	on (Contract Language	issue.) DIScipline	e (Other than following.)
SUS(*)pens	ion TERmination	(*) = # of Day:	s Example: SUS(15)
adoleksarina)	RIVATUON		
Docket #	0002		Date Heard 08/19/2015
RESOLUTION	NKORWAWON		
Resolution:	ES		<u> </u>
(Choose one of t	he following) RESolved	DENied SUS	Stained Deadlocked
RESOLUTION DES	SCRIPTION:	ne dawk dangsige gain Lift soldgrad grown a down surtum dan was a was a san a san a san a san a san a san a sa	
2. The grieva	e Panel is: ny suspension shall be reduce nt shall be reimbursed one d 2/19/2015.		

3. Pursuant to Iowa Code Section 22,13 this document may be publicly posted on DAS website.

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

4. This decision is non precedent setting.

Management Co-Chair

Mark Frymoyer

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

Union Co-Chair

## Settlement

## GRIDWANG DANG ORWAYION

AFSCME Grievance # 125420 IDAS Grievance # 15-0429  Grievant Name Calma McDowell
Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander
Issue: sus(1) (Choose one of the following)  CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)
DOOKADAHAGORIYXXVIONES SALSASASAS
Docket # DVA-15-0022 Date Heard 08/19/2015
RDSOBBUONINGORVAUGNE
Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked RESOLUTION DESCRIPTION:
The decision of the Panel is:  1. If there are no further incidents of like nature prior to 1/1/2016 the one day suspension shall be removed from the grievant's file.  2. If removed under number one above the grievant shall receive back pay and accruals at the rate she was earning on 3/11/2105  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.  4. This decision is non precedent setting.
Jeff Panknen Mark Frymoyer  Jowa Department of Administrative AFSCME Jowa Council 61

Services, Human Resources Enterprise

Management Co-Chair

Alighty

Date

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

M. any

3/19/2015 Date

#### (6}{}}}|VAVN(8}D}|0N|X(0)R}|VAVD(0)N

AFSCME Grievance #	127329		IDAS Grieva	nce #	15-0335
Grievant Name	me Jess	•		<b>1</b>	
Department/Location	Newton Correctional Fa	cility	AFSCME Repres	entative	Adam Swihart
Issue: SUS(3)	(Choose	one (	of the following)		
CLArification (	Contract Language	issue	.) DIScipline (	Other th	an following.)
SUS(*)pension	TERmination		(*) = # of Days -	- Example:	SUS((5)
ApiolokadaiaWidokaiaw	WOONE STATE				
DOC-15-0137				Date H	08/24/2015 leard
RESO GUATONANEO	DRIVATION				
Resolution: RES					
(Choose one of the fo	ollowing) RESolved	D	ENied SUSta	ined E	Deadlocked
RESOLUTION DESCRI	OTIONI.				

#### 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

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

Many

9/24/215

### Settlement

#### (CRIDIVANCIDANIA)RIVATION

AFSCME Grievano	e # 96460		IDAS	.Grievance #	15-0158
Grievant Name	Michael Wynn				T
Department/Loca	Newton C	orrectional Facili	AFSCME	Representativ	Adam Swihart
Issue: SUS(1)		(Choose or	 ne of the foll	owing)	
CLArification	on (Contract	Language Is	sue.) <b>DIS</b> c	ipline (Other t	than following.)
SUS(*)pens	ion TERm	nination	(*) = #	of Days Example	e: SUS((s)
DOGRAĐINIKO)	RWATION	<u> Parameter (</u>		·	
		·			
Docket #	0097			Date	Heard 08/24/20
		)V		Date	
Docket #	Neorwayyo	) <b>)</b> \		Date	Heard ( 08/24/20
Docket #	Ngorwayo San		DENied	Date SUStained	

Blair Parker

Iowa Department of Administrative Services, Human Resources Enterprise

4. This decision is non precedent setting.

Management Co-Chair

Mark Frymoyer AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

Allyn .

1/24/2015

### Settlement

#### CARTENYANO DE INIXORIVATO ION

AFSCME (	Grievance #	127326		[]	DAS Grievance #	15-0263
Grievant i	Name Rar	idy Owens				
Departme	ent/Location	Newton C	Correctional Faci	lity AFSC	CME Representativ	/e Adam Swihart
Issue:	SUS(5)		(Choose o	ne of the	following)	
CLA	Arification (	Contract	Language i	ssue.) [	IScipline (Other t	han following.)
SUS	S(*)pension	TERn	nination	· (*	) = # of Days Example	e: SUS03)
Manakan.	T INKORIWA	Batallase			<del></del>	<del></del>
Docket #	DOC-15-0117				Date	08/24/20 Heard
	DOC-15-0117	DRIVAVI (0	W To E		Date	
andrioa	ยมเองรูเพล	DRIJAVI (6	M 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		Date	08/24/20 Heard
RDSIO A	ยมเองรูเพล	)RMATIC			Date	
Resolutio	ยมเองรูเพล			DENIed		

Blair Parker

Iowa Department of Administrative Services, Human Resources Enterprise

4. This decision is non precedent setting.

Management Co-Chair

Rick Eilander

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

AFSCME Iowa Council 61

Union Representative

Union Co-Chair,

#### (C)RIDWAYN(OD INR(O)RIWAYD(O)N

Blair Parker

lowa Department of Administrative

Management Co-Chair

Services, Human Resources Enterprise

AFSCME Grievanc	e # 96464	IDAS Grievance #
Grlevant Name	Randy Owens	
Department/Loca	tion Newton Correctional Fac	AFSCME Representative Adam Swihart
Issue: SUS(3)	(Choose	one of the following)
CLArification	on (Contract Language	issue.) DIScipline (Other than following.)
SUS(*)pens	on TERmination	(*) = # of Days Example: SUS(15)
Doglekermankok	RIVIATION	
Docket #	0070	Date Heard 08/24/2015
RIDSOIRVER(ONTL	NEORMATION	
Resolution: RE	S	
(Choose one of th	ne following) RESolved	DENied SUStained Deadlocked
RESOLUTION DES	CRIPTION:	·
<ul><li>2. There shall</li><li>3. Pursuant to</li></ul>	uspension shall be reduced be no back pay or accruals	

Rick Eilander

**AFSCME Iowa Council 61** 

Union Representative
Union Co-Chair

#### Settlement

#### (CRAIDAWAYNCIDZINIA(O)RAWAYD(O)N

AFSCME Grievand	e# 1	124973	IDAS Grievance #
Grievant Name	James F	Reipe	
Department/Loca	. 43 1	lowa Workforce Development	AFSCME Representative Matt Butler
Issue: SUS(3)	<u> </u>	(Choose	one of the following)
13346.   565(5)		1	
L	on (Cor		issue.) DIScipline (Other than following.)
L			issue.) DIScipline (Other than following.)  (*) = # of Days Example: SUS(15)
CLArificati	lon	I ntract Language TERmination	•
CLArificati SUS(*)pens	ion Rivavi	I ntract Language TERmination	

#### **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.

**DENied** 

- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

(Choose one of the following) RESolved

Blair Parker

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

8/24/10

AN Omy

Union Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

SUStained

Deadlocked

924/0015

### GRIDVANCE INFORMATION

	Grievand	ce # 1163 Anita Ville			IDAS	Grievance	# _ ``	5-0137
Grievan	t Name	l		- 1				
Departr	nent/Loca		n Iowa Correctional Institut for Women		on AFSCME Representati		tive	Adam Swihart
lssue:	SUS(1)		(Choose	one o	f the follo	wing)		
C	LArification	on (Contr	act Language	issue	.) DIScip	oline (Othe	r thai	n following.)
S	US(*)pens	ion T	ERmination		(*) = # o	f Days Exan	iple: SU	J2(15)
TV Y V	industrial services	สพุนษา(๑)เ						
zanata).								
Docket #	DOC-15-	-0096				Da	te He	ard 8/25/20
IND(SIO	avav(o)na	NEORWA	won.		·			
	ion: R	ES						
Resolut		) C_ U	······································		_	6116.	De	adlocked
	one of t	ne tollow	ing) RESolve	d D	ENied	SUStained		
·		CRIPTION	_	d D	ENied	SUStained		

**Steve Squires** 

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

Slant. Jun 8/25/15-

Myin 925/2015

## GRIDAV.WGDJINGORWANICOM

AFSCME Grievan	ce # 121571	IDAS Grievance	# 15-0325
Grievant Name	Sherri Marion		
Department/Loc	Iowa Workforce Development	AFSCME Representa	tive Matt Butler
lssue: SUS(1)		l se one of the following)	<u> </u>
CLArificat	l Ion (Contract Langua	ge issue.) DIScipline (Othe	r than following.
SUS(*)pen	sion TERminatior	) (*) = # of Days Exam	ple: SUS((3)
<u> </u>	DRIVATION		
Docket #	-0008	Da	8/25/20 te Heard
RDS(0)AUTITON	INFORMATION		
Resolution: F	RES		
(Choose one of	the following) RESolv	ved DENied SUStained	Deadlocked
RESOLUTION DE	SCRIPTION:		
(excluding 2. If removed she was ea <del>3. There shal</del>	suspension shall be removed tardy and attendance) prior lunder number 1 the employ rning on 1/14/2015. Let no back pay or accruals	yee shall receive one day of back pay a -awarded PASJT This document may be publicly posted	and accruals at the rat
4. Pursuant to	======================================		
5. This decisi		Mark Frymoyer AFSCMF Iowa Coun	cll 61
5. This decisi		Mark Frymoyer AFSCME Iowa Coun Chief of Staff Union Co-Chair	cll 61

#### Settlement

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AFSCME Grievan	ce # 119450	IDAS Grievance #
Grievant Name	Matt Gabel	
Department/Loc	ation Clarinda Correctional Facility	AFSCME Representative Julie Dake Abel
Issue: SUS(1)	(Choose	e one of the following)
CLArificati	on (Contract Language	e issue.) DIScipline (Other than following.)
SUS(*)pens	sion TERmination	(*) = # of Days Example: SUS(15)
30(0 <u>(6){45%</u> 347/1/(6)	RWY:4VONE	
Docket #	-0076	Date Heard
Profs(o) Addiv(o) V	INGORWAWION	
	ES	
Resolution: R	EO	

(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

lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

Myn

<u> 2/26/2015</u>

#### Settlement

# GRIDVANCD INFORWATION

AFSCME Grievan	ce # 124323		IDA	S Grievance #	15-0470
Grievant Name	Kerrie VanDeMa	ırk			
Department/Loca	ation Fort Dodg	e Correctional	AFSCM	E Representative	Matt Butler
Issue: SUS(3)		(Choose of	) ne of the fol	lowing)	
CLArificati	on (Contract L	_anguage is	sue.) DIS	cipline (Other tha	ın following.)
SUS(*)pens	ion TERm	ination	(*) =	# of Days – – Example: S	US(05)
Aprieres(abrigation)	Silvanite)vi				
Docket #	0148			Date He	08/26/2015 eard
RESOLUTION	MEORWAWIO	N			
Resolution: RI	ES	200	**************************************	are combined to the degree of the transfer of the combined to the combined to the combined to the combined to	
(Choose one of the	he following)	RESolved	DENied	SUStained De	eadlocked
RESOLUTION DES	CRIPTION:				
2. Pursuant to	ay suspension sl	tion 22.13 this	d to one day so s document ma	aspension. By be publicly posted	on DAS website.

Jeff Panknen

lowa Department of Administrative

Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer
AFSCME lowa Council 61
Chief of Staff

Union Co-Chair

May

8/26/2015 Date

#### (G)SHAYYAN(G)ZHVIXO)SHVIXAH(O)N

AFSCME Grievand	ce # 128780		IDAS Grievance #	15-0594
Grievant Name	Curtis Gillaspy			-
Department/Loca	ation Alcoholic	Beverage Division	AFSCME Representat	ive Rick Eilander
lssue: sus(1)		(Choose one	of the following)	
CLArification	on (Contract	Language issi	ue.) DiScipline (Other	than following.)
SUS(*)pens	ion TFRr	nination	(*) = # of Days Examp	le: \$11\$(15)
Antenna de constante de la con			a	
3D(0)(0)(4D)(131N)(10)	RIVAVE(O)N			
Docket #	0001		Date	08/27/201: Heard
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MAND A PART OF THE				
		<del></del>		
	ES		A/ (100 to 100 t	
	<del> </del>	RESolved	DENied SUStained	Deadlocked

- 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** 

lowa Department of Administrative

Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

T/19 /W/27

90/2015

AFSCME Grievance		IDAS Grievance #
Grievant Name	Donna Murray	
Department/Loca	tion Woodward Resource Cente	AFSCME Representative Greg Lewis
Issue: SUS(10)	(Choose or	ine of the following)
	n (Contract Language is	sue.) DIScipline (Other than following.)
SUS(*)pensi	on TERmination	(*) = $\#$ of Days Example: SUS(15)
DOGGERANIOR	WATION	
Docket #	081	Date Heard 08/28/2
Docket #	VCORWATION 1	

- 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

			negute						15-02	n:
AFSCME	Grievand	:e #	122727			IDA	S Griev	ance #	15-02	
Grievan	t Name	Greg	Yager						<u></u>	
Departr	nent/Loc	ation	Iowa St	ate Penitentiary		AFSCM	E Repre	sentati	ve K	Centon Cole
Issue:	DIS	]		(Choose o	one c	of the fo	llowing)	I		
C	LArificati	on (C	ontrac	t Language i	ssue	.) DIS	cipline	(Other	than fo	ollowing
S	<b>US(*)</b> pens	ion	TER	Rmination		(*) =	# of Days -	- Exampl	e: SUS <sup>(15)</sup>	,
30(0)6)6	IDILINIAO)	RIMA	W(0)\v							<u>-</u>
Docket :	# DOC-15	-0110						Date	Heard	09/08/
NDS0	iadur(o)Na	INIKO	RMAT	ION.		***************************************				
Resolut (Choos		es the fo	llowing	g) RESolved	D	ENied	SUSt	ained	Dead	locked
RESOLU	ITION DE	SCRIP	TION:							
1. 2.	Pursuant t	n repr o Iowa	mand s Code S	hall be remove Section 22,13 th cedent setting.	d froi	n the emp cument n	oloyees fi nay be pu	e. blicly po	sted on	DAS web

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

### Settlement

GRIDVANCERINGRIVATION	
AFSCME Grievance # 118492	IDAS Grievance #
Grievant Name Greg Yager	
Department/Location Iowa State Peniten	AFSCME Representative Kenton Cole
Issue: SUS(1) (Cho	ose one of the following)
CLArification (Contract Langu	age issue.) DIScipline (Other than following.)
SUS(*)pension TERminatio	(*) = # of Days Example: SUS(15)
DOOKSOU INKORWASION L	
Docket # DOC-15-0124	Date Heard 09/08/2015

#### RIDIS(O)BUTU(O)NUNRORNVIAŪ(O)N

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

Date

#### ĸĠŦŖŦĎŊŴŧŶŊĠŧĎŦĬŊſŖŎŦŖĬŶŔŢŶĬŎŊŶ

AFSCME Grievand	ce # 123125		IDA	S Grievance #	15-0 <del>294-</del> 15-0249
Grievant Name	Ray Bolander				
Department/Loca	ation Mt Plea	asant Correctional	AFSCM	E Representativ	e Kenton Cole
Issue: SUS(4)		(Choose o	ne of the fol	lowing)	
CLArification	on (Contrac	t Language i:	ssue.) DIS	cipline (Other tl	han following.)
SUS(*)pens	ion TEI	Rmination	<b>(*)</b> =	# of Days Example:	SUS(05)
<u> </u>	SIÑVARIONE		Hatel		·
Docket #	-0126	Da	te Heard	9/09/2015	
RIPSOLUTIONS	NEORWAYI	( <del>0</del> )\\(\(\dagger_{\text{\tin}\text{\te}\tint{\text{\tin}\tint{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\texi}\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\ti}\tint{\text{\text{\text{\texi}\text{\text{\texi}\text{\text{\ti}\text{\text{\text{\text{\text{\text{\texi}\tint{\text{\texit{\texi}\titt{\text{\ti}\tintt{\text{\texi}\text{\text{\texit{			
Resolution: R	ES				
(Choose one of t	he following	g) RESolved	DENied	SUStained	Deadlocked
RESOLUTION DES	CRIPTION:				

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

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

# Jeff Edgar

lowa Department of Administrative Services, Human Resources Enterprise

This decision is non precedent setting.

on 12/15/2014,

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

Date

9/2/2015

## FEETING WANGING AND A PROPERTY OF THE SECOND

AFSCME Grievan	ce # 11033	6	ID.	AS Grievance #	15-0294
Grievant Name	Carey Mellov	y	•		-
Department/Loc	ation Mt Ple	easant Correctiona y	1 AFSCN	 1E Representati	/e Kenton Cole
Issue: SUS(10)	<u> </u>	(Choose	one of the fo	ollowing)	
CLArificati	on (Contra	ct Language	issue.) DI	Scipline (Other t	han following.)
SUS(*)pens	ion TE	Rmination	(*) =	= # of Days Example	e: SUS(15)
DIOIOKADINANIZO				09/09/2015	
Docket #	-0134	D	ate Heard	09/09/2013	
RECOBUTIONS	NKORWAJ	l'ON			100 mm
	ES			1 1	
Resolution: R					Deadlocked
Resolution: Resolution: Choose one of t	he followin	g) RESolved	DENied	SUStained	
Resolution.		g) RESolved	<b>DENie</b> d	SUStained	

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

GRIÐVANGÐ INGORNAUÐ (ÐNE	
AFSCME Grievance # 127174	IDAS Grievance #
Grievant Name Tony Dailey	
Department/Location   Mt Pleasant Correctional Facility	AFSCME Representative Kenton Cole
Issue: SUS(10) (Choose of	one of the following)
CLArification (Contract Language i	issue.) DIScipline (Other than following
SUS(*)pension TERmination	•
303( )pension TEXHIMATION	(*) = # of Days Example: SUS(15)
DOCKET INCORNATION	
Docket # Doc-15-0114 Da	ate Heard
Resolution: RES	
(Choose one of the following), RESolved	DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
earning on 10/29/2014	d to a five day suspension. ays of back pay and accruals at the rate he was is document may be publicly posted on DAS web
Jeff Edgar	Mark Frymoyer
Iowa Department of Administrative Services, Human Resources Enterprise	AFSCME lowa Council 61 Chief of Staff
Management Co-Chair	Union Co-Chair

# GRIEVANCE INFORMATION:

AFSCME Grievand	e # 121964	IDAS Grievance #	5-0202
Grievant Name	Jeff Reynolds		· · · · · · · · · · · · · · · · · · ·
Department/Loca	Mt Pleasant Correction Facility	AFSCME Representative	Kenton Cole
Issue: SUS(3)	(Choose	e one of the following)	
CLArification	on (Contract Language	e issue.) DIScipline (Other tha	n following.)
SUS(*)pens	ion TERmination	(*) = # of Days Example: \$	NS(13)
	BWAYB(ONE		
Docket #		Date Heard 09/09/2015	
RIESOFÜÜON	INRORWATIONE		
Resolution: R	ES		
(Choose one of t	he following) RESolve	ed DENied SUStained D	eadlocked
	SCRIPTION:		
RESOLUTION DES	The second secon		
The decision of the 1. If there are suspension 2. If reduced accruals at 3. Pursuant t	ne Panel is:  no further incidents of lik  shall be reduced to a one under number 1 above the the rate he was earning or	e grievant shall receive two days of bac n 11/2/2014. 3 this document may be publicly posted	sk pay and
The decision of the 1. If there are suspension 2. If reduced accruals at 3. Pursuant t 4. This decis	te Panel is:  no further incidents of like to a one to shall be reduced to a one under number 1 above the the rate he was earning or towa Code Section 22.13 ion is non precedent setting	e day suspension. e grievant shall receive two days of bac n 11/2/2014. 3 this document may be publicly poster ng.  Mark Frymoyer	sk pay and d on DAS websit
The decision of the 1. If there are suspension 2. If reduced accruals at 3. Pursuant t 4. This decis	te Panel is:  In on further incidents of like a shall be reduced to a one under number 1 above the the rate he was earning of the lower Code Section 22.13 ion is non precedent setting of Administrative	e day suspension.  e grievant shall receive two days of bac  n 11/2/2014.  3 this document may be publicly poster  ng.	sk pay and d on DAS websit

Date

#### Settlement

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		100000							5 0401
AFSCME Grievar	nce#	129929			IC	AS Gri	evance #	‡	5-0431
Grievant Name	Julia	Hansen							
Department/Lo	cation	Independe Institute	ence Mental Hea	alth	AFSC	ME Rep	presentat	tive	Robin White
Issue: SUS(1)			(Choose c	one o	f the f	ollowin	ng)		
CLArificat	tion (C	 Contract I	Language i	ssue	.) D	<b>IS</b> ciplir	ie (Other	thai	n following.
SUS(*)pen	islan	<b>TED</b>	alaatlan						
	ווטוכו	IEKII	imation		(*)	= # of Da	ys Exam	ple: St	JS(15)
			nination		( <del>*</del> )	= # of Da	ys – – Exam	ple: St	JS(15)
Apteto)(4Danah)iii			imation		(*)	= # of Da	ys – – Exam	ple: SU	JS(15)
916(9)(409)(1)(2)( DHS-1	)RWA					= # of Da		ple: SU	JS(15)
916(9)(409)(1)(2)( DHS-1	)RWA			ate He		ALC: MARKET MARKET		ple: SU	JS(15)
2916(6)(45 <u>0,151</u> 1)150	9) <i>RW/</i> 4\ 5-0089	ritors <u>.</u>	Da	ate He		ALC: MARKET MARKET		ple: SU	JS(15)
្សាត្រ(ទ) (១១៣៦ពី) កែ Docket #	9) <i>RW/</i> 4\ 5-0089	ritors <u>.</u>	Da	ate He		ALC: MARKET MARKET		ple: SU	
DHS-1	9) <i>RW/</i> 4\ 5-0089	ritors <u>.</u>	Da	ate He		ALC: MARKET MARKET		ple: SU	<b>JS</b> (15)

#### The decision of the Panel is:

4 77 1 1 1 1 1 1 1 1 1 1

- 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

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

Adera hay 9/10/15

M Com

9/10/2015

## GRIDWANGO INCORWATION S

	4		
AFSCME Grievance #	3789	IDAS Grievance #	15-0439
Grievant Name Michael	Smith		
Department/Location No	ewton Correctional Facility	AFSCME Representativ	e Adam Swiha
Issue: SUS(1)	(Choose one	 of the following)	
CLArification (Con	—_  tract Language issu	ie.) DiScipline (Other tl	han following
	TERmination	(*) = # of Days Example:	
DIOTORADA INCORNASTIC	N.		
DOC-16-0017	]	09/24/2015	
Docket #	Date	Heard	
RDSO)BÜÜÜ(ONTINIRORIV	ATTON		
Resolution: RES			
(Choose one of the follow	wing) RESolved	DENied SUStained	Deadlocked
RESOLUTION DESCRIPTION	ON:		
	sion shall remain. essional Demeanor sha ode Section 22.13 this c	ll be removed from the discipl locument may be publicly pos	
Kathryn Greenfield Iowa Department of Administ	rativo	Mark Frymoyer AFSCME Iowa Council	61
Services, Human Resources E		Chief of Staff	<b>.</b> ,
Management Co-Chair	_	Union Co-Chair	, ,
Hancom In	9/24/15	and an	9/24/20

# GRIĐVANGĐINGORIVATION ::

Crievant Name   Elizabeth Hopkins     Department/Location   Iowa Correctional Institution for Women   AFSCME Representative   Adam Swih     Issue:   SUS(3)   (Choose one of the following)     CLArification (Contract Language issue.)   Discipline (Other than following)     SUS(*)pension   TERmination   (*) = # of Days Example: SUS(3)     Docket #   DOC-16-0013   Date Heard   Doc-16-0013     Docket #   Doc-16-0013   Date Heard   Date Heard   Doc-16-0013     Prostocution:   RES   (Choose one of the following)   RESolved   DENied   SUStained   Deadlocked     RESOLUTION DESCRIPTION:   The decision of the Panel is:   1. If no further discipline prior to 5/3/2016 the 3 day suspension shall be reduced to a 1 day suspension.   2. If reduced under number 1 above there will be no back pay or accruals awarded.   3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS we   4. This decision is non precedent setting.   Mark Frymoyer   AFSCME lowa Council 61   Chief of Staff   Union Co-Chair   U	AFSCME Grievance #	124620	IDAS Grievance #	15-0508
AFSCME Representative	Grievant Name Eliz	abeth Hopkins		
CLArification (Contract Language issue.) Discipline (Other than following SUS(*)pension TERmination (*) = # of Days Example: SUS(3)  DOC(SETEINSON)/ACPON  Docket # DOC-16-0013 Date Heard 09/24/2015  PRESOLUTION INCORMATION  RES (Choose one of the following) RESolved DENied SUStained Deadlocked RESOLUTION DESCRIPTION:  The decision of the Panel is:  1. If no further discipline prior to 5/3/2016 the 3 day suspension shall be reduced to a 1 day suspension.  2. If reduced under number 1 above there will be no back pay or accruals awarded.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS we 4. This decision is non precedent setting.  Kathryn Greenfield Mark Frymoyer AFSCME lowa Council 61 Chief of Staff	Department/Location		AFSCME Representative	Adam Swiha
SUS(*)pension TERmination (*) = # of Days Example: SUS(3)  DOCKET INFORMATION  Docket # DOC-16-0013 Date Heard 09/24/2015  PRESOLUTION INFORMATION  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 we 4. This decision is non precedent setting.  Kathryn Greenfield Mark Frymoyer AFSCME lowa Council 61 Chief of Staff	Issue: SUS(3)	(Choose o	ne of the following)	
Docket # DOC-16-0013 Date Heard 09/24/2015  Prosofaution: Res  (Choose one of the following) Resolved Denied Sustained Deadlocked Resolution Description:  The decision of the Panel is:  1. If no further discipline prior to 5/3/2016 the 3 day suspension shall be reduced to a 1 day suspension.  2. If reduced under number 1 above there will be no back pay or accruals awarded.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS wed.  4. This decision is non precedent setting.  Kathryn Greenfield Mark Frymoyer AFSCME Iowa Council 61 Chief of Staff	CLArification (	 Contract Language is	ssue.) DIScipline (Other th	an following
Docket # DOC-16-0013 Date Heard 09/24/2015  Resolution: RES  (Choose one of the following) RESolved DENied SUStained Deadlocked RESOLUTION DESCRIPTION:  The decision of the Panel is:  1. If no further discipline prior to 5/3/2016 the 3 day suspension shall be reduced to a 1 day suspension.  2. If reduced under number 1 above there will be no back pay or accruals awarded.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS wed.  4. This decision is non precedent setting.  Kathryn Greenfield Mark Frymoyer lowa Department of Administrative AFSCME lowa Council 61 Chief of Staff	SUS(*)pension	TERmination	(*) = # of Days Example:	SUS(15)
Docket # DOC-16-0013 Date Heard 09/24/2015  Resolution: RES  (Choose one of the following) RESolved DENied SUStained Deadlocked RESOLUTION DESCRIPTION:  The decision of the Panel is:  1. If no further discipline prior to 5/3/2016 the 3 day suspension shall be reduced to a 1 day suspension.  2. If reduced under number 1 above there will be no back pay or accruals awarded.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS wed.  4. This decision is non precedent setting.  Kathryn Greenfield Mark Frymoyer lowa Department of Administrative AFSCME lowa Council 61 Chief of Staff				
Resolution:  RES  (Choose one of the following) RESolved DENied SUStained Deadlocked RESOLUTION DESCRIPTION:  The decision of the Panel is:  1. If no further discipline prior to 5/3/2016 the 3 day suspension shall be reduced to a 1 day suspension.  2. If reduced under number 1 above there will be no back pay or accruals awarded.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS wed.  4. This decision is non precedent setting.  Kathryn Greenfield  Mark Frymoyer  lowa Department of Administrative  Services, Human Resources Enterprise  Chief of Staff	DOOGADUS INGORIUA	40(0)N		
Resolution:  RES  (Choose one of the following) RESolved DENied SUStained Deadlocked RESOLUTION DESCRIPTION:  The decision of the Panel is:  1. If no further discipline prior to 5/3/2016 the 3 day suspension shall be reduced to a 1 day suspension.  2. If reduced under number 1 above there will be no back pay or accruals awarded.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS we 4. This decision is non precedent setting.  Kathryn Greenfield  Mark Frymoyer  lowa Department of Administrative  Services, Human Resources Enterprise  Chief of Staff				
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<ol> <li>If no further discipline prior to 5/3/2016 the 3 day suspension shall be reduced to a 1 day suspension.</li> <li>If reduced under number 1 above there will be no back pay or accruals awarded.</li> <li>Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS we 4. This decision is non precedent setting.</li> </ol> Kathryn Greenfield Mark Frymoyer lowa Department of Administrative AFSCME lowa Council 61 Chief of Staff			Denied Sostanied i	
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Kathryn Greenfield Mark Frymoyer Iowa Department of Administrative AFSCME Iowa Council 61 Services, Human Resources Enterprise Chief of Staff	The decision of the Par 1. If no further dis suspension.	PTION: nel is: scipline prior to 5/3/2016	of the 3 day suspension shall be red	uced to a 1 day
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Services, Human Resources Enterprise Chief of Staff	The decision of the Par  1. If no further dis suspension. 2. If reduced unde 3. Pursuant to Iow	PTION:  nel is: scipline prior to 5/3/2016 or number 1 above there was Code Section 22.13 th	of the 3 day suspension shall be red will be no back pay or accruals aw	uced to a 1 day
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Management Co-Chair Union Co-Chair	The decision of the Par  1. If no further dis suspension. 2. If reduced unde 3. Pursuant to Iow 4. This decision is	PTION:  nel is: scipline prior to 5/3/2016 or number 1 above there was Code Section 22.13 the non precedent setting.	o the 3 day suspension shall be redwill be no back pay or accruals aw is document may be publicly poste Mark Frymoyer AFSCME lowa Council 6	uced to a 1 day arded, ed on DAS web
	The decision of the Par  1. If no further dissuspension. 2. If reduced under 3. Pursuant to Iow 4. This decision is  Kathryn Greenfield Iowa Department of Adm Services, Human Resources	PTION: nel is: scipline prior to 5/3/2016 or number 1 above there was Code Section 22.13 the s non precedent setting.	o the 3 day suspension shall be red will be no back pay or accruals aw is document may be publicly post Mark Frymoyer AFSCME lowa Council 6 Chief of Staff	uced to a 1 day arded, ed on DAS web

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AFSCME Gr	rievance	e #	116160			IDAS C	Grievance #	CBC
Grievant N	ame [		Bembry		<u>.</u>			Greg Lewis
Departmer	nt/Loca	tion	CBC — 5 <sup>th</sup> Judicial District		ct 	AFSCME R	epresentative	0.105 1.01.10
Issue: St	US(3)			(Choose	one (	of the follow		
CLA	rificatio	n (Co	ntrac	t Language	issue	e.) DIScip	line (Other tha	an following.)
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			—¬			0.075		
Docket #	СВС-16-0	0005		D	ate F	leard	4/2015	
1710HS(0)H0	IIVONI	(NIXO):	SIM <u>e</u> Vil	10NS				
Resolution	n: RI	ES						
(Choose c	one of t	he fol	lowin	g) RESolved	d	DENied	SUStained [	Deadlocked
RESOLUTI	ON DES	CRIP	TION:					

#### 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
lowa Department of Administrative
Services, Human Resources Enterprise
Hanngamont Co. Chair

Mark Frymoyer AFSCME Iowa Council 61 Chief of Staff

Union Co-Chair

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AFSCMI Gřievan	E Grievano	<sub></sub>	120910 en Wells	)		IDAS C	Grievance #	15-052	26	
	nent/Loca	ation	Clarind Facility	la Correctional		AFSCME R	 epresentativ	e Ju	ılie Dake Abel	
lssue:	SUS (10)			(Choose	one o	of the follow	ving)			
S	CLArification (Contract Language Issue.) DiScipline (Other than following.)  SUS(*)pension TERmination (*) = # of Days Example: SUS(*)									
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Docket 7	DOC-16-	0018					Date	Heard	09/25/2015	
AND(S)	IÀVÁN (O)NÀ	iVir(o)	(સ)/(44)	TON.						
Resolut	ion: R	ES								
(Choose	e one of t	ne fo	llowing	g) RESolved	D	ENied S	SUStained	Deadl	ocked	
RESOLU	TION DES	CRIP	TION:		<del></del>					
The de	alalan afth	na.	1 :							

#### 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.
- 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	Mark Frymoyer
lowa Department of Administrative	AFSCME Iowa Council 61
Services, Human Resources Enterprise	Chief of Staff
Management Co-Chair	Union Co-Chair
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(GRIDVANG)DINE	ORMATION					
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AFSCME Grievance	2 # 127424	IDAS Grievance #	15-0476			
Grievant Name Dennis DeFord						
Department/Location   Iowa Medical and   Classification Center   AFSCME Representative   Earlene Anderson						
Issue: DIS	(Choose	one of the following)				
CLArification	 n (Contract Language	e issue.) DIScipline (Other th	nan following.)			
SUS(*)pensio	on TERmination	(*) = # of Days Example:	SUSus			
DOCERGE	MAGUON					
Docket #		Date Heard 10/08/2015				
RESOUVIONAN	JFORIVATION					
Resolution: RES	s					
(Choose one of th	e following) RESolve	d <b>DEN</b> ied <b>SUS</b> tained	Deadlocked			
RESOLUTION DESC	CRIPTION:					
2. Pursuant to	reprimand shall be remove	ved from the employees file effective this document may be publicly post	e 9/29/2015. ted on DAS website.			
Kathryn Greenfield	Administrative	Mark Frymoyer AFSCME lowa Council	61			
Iowa Department of A Services, Human Reso		Chief of Staff	σ1			
Management Co-Cha		Union Co-Chair	ret 1			
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GRIEVANCE INFORMATION			nda as an it constructions to that is
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AFSCME Grievance # 125206		IDAS Grievance #	15-0321
Grievant Name Ryan Quinby			
Department/Location Anamosa	State Penitentiary	AFSCME Representative	Robin White
Issue: SUS(5)	(Choose one o	of the following)	
CLArification (Contract	Language issue	.) DIScipline (Other th	an following.)
SUS(*)pension TERn	nination	(*) = # of Days Example:	SUS(15)
DOCKET INFORMATION			
Docket # DOC-15-0170	Date He	eard 10/08/2015	
RESOLUTION INFORMATIO	ON		
Resolution: RES			
(Choose one of the following)	RESolved DI	ENied SUStained [	Deadlocked
RESOLUTION DESCRIPTION:			
1/22/2015.	sed two days of bac ction 22.13 this doc	three day suspension.  k pay and accruals at the rate  cument may be publicly poste	
Kathryn Greenfield		Mark Frymoyer AFSCMF Jowa Council 6	.1

Services, Human Resources Enterprise

Management Co-Chair

Chief of Staff

Union Co-Chair

#### GRIDVANOD INTORIVATION # .....

Management Co-Chair

AFSCME Grievand	ce#	99454		IDAS Gri	evance #	5-0492	
Grievant Name Jan Warwick							
Department/Loca	ation	DOT - Ames Comple	ex	AFSCME Rep	resentative	Adam Swihart	
Issue: SUS(3)		(Choos	se one o	f the followir	ng)		
CLArificati	on (Co	 ontract Languag	ge Issue	.) DISciplin	e (Other tha	n following.)	
SUS(*)pens	ion	TERmination		(*) ≈ # of Da	ys – – Example: Si	N2(12)	
DOGKIDI INKO	સ <i>ોમ</i>	V(0)N	55.54.0				
Docket #	-0003		Date H	eard 10/29/20	015		
RESOCIONE	(NECO)	RWATION					
Resolution: R	ES						
(Choose one of t	he fol	llowing) RESolv	ed D	ENied SU	Stained De	eadlocked	
RESOLUTION DES	CRIP	TION:					
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	Admir	nistrative		Mark Frym AFSCME Io	ioyer wa Council 61		
Sarvices Human Rai	COLUCA	e Enterprise		Chief of St	aff		

Union Co-Chair

## GRIDVANCE INFORMATION

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AFSCME Grievance #	# 108942	IDAS Grievance #	5-0577						
Grievant Name Randal Anderson									
Department/Location	Iowa Lottery - Clive	AFSCME Representative	Matt Butler						
Issue: DIS	Issue: DIS (Choose one of the following)								
CLArification	CLArification (Contract Language issue.) DIScipline (Other than following.)								
SUS(*)pension	n TERmination	(*) = # of Days Example: SI	US(15)						
DOCKEN INKERM	NANCON								
DIL-16-0001		ate Heard 10/29/2015							
PRINCONOUNCONSINE	ŶŎŖijŖġijſŎŊ								
Resolution: RES									
(Choose one of the	following) RESolved	DENied SUStained De	eadlocked						
RESOLUTION DESCR	RIPTION:								
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 Ad	minictrativa	Mark Frymoyer AFSCME Iowa Council 61							
Services, Human Resou		Chief of Staff							
Management Co-Chair	\ \(\(\text{\text{\$\sigma}\)\(\text{\$\sigma}\)\(\text{\$\sigma}\)	Union Co-Chair	10/ 1						

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AFSCME	Grievano	e#	125093			IDAS Grie	vance #	10-	0407
Grievan	t Name	Joyc	e Figgins						
Departr	nent/Loca	ation	Glenwo	ood Resource Cer	d Resource Center AFSCME Representati			e	Julie Dake Abel
Issue:	ssue: TER (Choose one of the following)								
C	LArification	on (C	ontrac	t Language	issue	e.) DiScipline	e (Other ti	han	following.)
S	US(*)pens	ion	TEF	Rmination		(*) = # of Day	s – – Example	; SUS	<b>(05)</b>
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Docket :	# DHS-16-	0008		D	ate H	10/30/20 leard	15		
INDE(0	)eoloto	Mide	)RWAYI	ION -					
Resolut	tion:	ES							
(Choos	e one of t	he fo	llowin	g) RESolved	1 [	DENIed SU	Stained	De	adlocked
RESOLU	JTION DES	SCRIF	PTION:						
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	-					Mark Frym	•	<i>C</i> 1	
	partment of					AFSCME 10 Chief of St	wa Council	ы	
	, Human Re ment Co-Cl		es Entel	huse		Union Co-			
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(GRIIDWANG DINEOR	IMATION							
AFSCME Grievance #	125065	IDAS Grievano	ce # 15-0446					
Grievant Name	rid Phillips							
Department/Location	Glenwood Resource Cer	AFSCME Represe	ntative Julie Dake Abel					
Issue: Sus(1)	(Choose	one of the following)						
CLArification (	Contract Language	issue.) DIScipline (O	her than following.)					
SUS(*)pension	TERmination	(*) = # of Days 8	xample: SUS03)					
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Resolution: RES								
(Choose one of the fo	ollowing) RESolved	l DENied SUStair	ned <b>Deadlocke</b> d					
RESOLUTION DESCRI	PTION:							
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		Mark Frymoyer						
iowa Department of Adm Services, Human Resource		AFSCME lowa C Chief of Staff	DURCIF & F					
Management Co-Chair	effective	Union Co-Chair						
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#### GRIEVANCE INFORMATION

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AFSCME	Grievano	:e #	94955			IDAS Gri	evance #	5-0458		
Grievant	t Name	Lind	a Rae Ke	lty	<b>.</b>		_ 	· · · · · · · · · · · · · · · · · · ·		
Departn	nent/Loca	ation	Indeper Institut	ndence Mental He	alth	AFSCME Rep	oresentative	Rob	Robin White	
Issue: sus(5) (Choose one of the following)										
C	CLArification (Contract Language issue.) DIScipline (Other than following.)									
SU	JS(*)pens	ion	TEF	Rmination		(*) = # of Da	ys Example: S	US(ts)		
DOCK	et info	RIVIA	TION							
Docket #	DHS-16-	0011					Date He	eard	11/13/2015	
RESO)	KUUU(ONE	INRO	RMAT	ION						
Resoluti	ion: R	ES								
(Choose	one of t	he fo	llowin	g) RESolved	D	ENied SU	JStained D	eadlo	cked	
RESOLU	TION DES	CRIP	TION:	•						
1. 2.	4/9/2015. Pursuant to	nt sha o Iowa	ll be rei i Code s			ays of pay at the		-		
Services,	layes artment of Human Res ent Co-Ch	source				Mark Fryn AFSCME Io Chief of S Union Co-	owa Council 61 taff			

#### GRIEVANCE INFORMATION

	·									
AFSCM	E Grievano	e#	118734			IDAS	Grievance #	15-	-0524	
Grievan	ıt Name	Keegar	Sheets							
Departi	ment/Loca	ition	Iowa Stat	e Penitentiary		AFSCME	Representati	ve	Kenton Cole	
Issue: SUS(10) (Choose one of the following)										
Ċ	CLArification	on (Co	ntract	Language is	ssue	.) DISci	pline (Other 1	than	following.)	
S	US(*)pens	ion	TERn	nination		(*) = # (	of Days Example	e: <b>SU</b> S	G(15)	
D(O)eR	ET INFO	RIVA(T)	ON -							
Docket :	# DOC-16-	0028			D	ate Heard	11/13/2015	-		
RDS0	ILUW(ON I	NE OR	MATK	)N						
Resolut	ion: Ri	ZS .								
(Choos	e one of t	he foll	owing)	RESolved	D	ENied	SUStained	Dea	adlocked	
RESOLU	ITION DES	CRIPT	ION:						·	
The de	cision of the			all ha raducad	to o	2 day guana	ngian			

2. The grievant shall be reimbursed 7 days of back pay and accruals at the rate he was earning

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

**Andrew Hayes** 

Iowa Department of Administrative

on 5/8/2015.

Services, Human Resources Enterprise

4. This decision is non precedent setting.

Management Co-Chair

Mark Frymoyer

**AFSCME lowa Council 61** 

Chief of Staff

Union Co-Chair

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11-13-2015

#### GRIEVANCE INFORMATION

AFSCME Grievance #	125096	IDAS Grievance #	15-0521							
Grievant Name	a Schneider									
Department/Location Clarinda Mental Health Institute AFSCME Representative Julie Dake Abel										
Issue: SUS(3) (Choose one of the following)										
CLArification (Contract Language issue.) DIScipline (Other than following.)										
SUS(*)pension										
DOCKETINFORMA	ĶΘN									
DHS-16-0020		Date Heard 11/20/2015								
RESOLUTION INFO	RMATION									
Resolution: RES										
(Choose one of the fo	llowing) RESolved	DENied SUStained	Deadlocked							
RESOLUTION DESCRIP	TION:									
2. Pursuant to Iowa C	er suspension shall be red	luced to a written reprimand. ocument may be publicly posted on	DAS website.							
Kathryn Greenfield		Mark Frymoyer								
lowa Department of Admir Services, Human Resource		AFSCME Iowa Council Chief of Staff	61							
Management Co-Chair	Union Co~Chair									

#### GRIEVANCE INFORMATION

Services, Human Resources Enterprise

Management Co-Chair

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AFSCMI	E Grievano					IDAS Gr	ievance #	
Grievan	nt Name	Mich	nael Bram	mer				
Departi	ment/Loca	ition	Glenwo	ood Resourc	e Center	AFSCME Rep	oresentativ	/e Julie Dake Abel
Issue:	TER			(Cho	ose one	of the followi	ng)	
C	CLArification	on (C	ontrac	t Langu	age issu	e.) DISciplii	ne (Other t	han following.)
S	SUS(*)pens	ion	TEF	Rminatio	n	(*) = # of Da	ays – – Example	:: SUS(05)
DOCK	4DH: INTO	RWA	IV(ON)			·		
Docket	# DHS-16-	0016			I	Date Heard 11	/20/2015	
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Resolu	tion: R	ES						
(Choos	e one of t	he fc	llowin	g) RESo	lved	DENied \$1	JStained	Deadlocked
RESOLU	UTION DES	CRIP	TION:					
<b>8</b> 1 — — — · · · ·	attendance The grieva Pursuant to	ation issue nt sha Iowa	shall be s. ill not re a Code S	eceive any Section 22	back pay	, accruals or ben	efits.	ng for non-tardy and sted on DAS website.
-	Greenfield					Mark Fryi	=	
Iowa De	partment of	Admi	nistrativ	ve		AFSCME I	owa Council	bl

Chief of Staff Union Co-Chair

## GRIEVANCE INFORMATION

AFSCME Grievance # 124552 IDAS Grievance # 16-0002  Grievant Name Samantha Sease  Department/Location Iowa Correctional Institution for Women AFSCME Representative  Issue: TER (Choose one of the following)  CLArification (Contract Language issue.) DIScipline (Other than following.)  SUS(*)pension TERmination (*) = # of Days Example: SUS(*)  **POGKOT INFORMATION**  Docket # DOC-16-0036 Date Heard 11/19/2015  **RESOLUTION INFORMATION**  Resolution: RES  (Choose one of the following) RESolved DENied SUStained Deadlocked
Department/Location   Iowa Correctional Institution   AFSCME Representative   Adam Swihart   Issue:   TER   (Choose one of the following)
AFSCME Representative
CLArification (Contract Language issue.) DIScipline (Other than following.)  SUS(*)pension TERmination (*) = # of Days Example: SUS(15)  DOCETET INFORMATION  Docket # DOC-16-0036 Date Heard 11/19/2015  RESOLUTION INFORMATION  Resolution: RES
SUS(*)pension TERmination (*) = # of Days ~ ~ Example: SUS(15)  DOCKET INTORIVATION  Docket # DOC-16-0036  Date Heard 11/19/2015  RESOLUTION INFORMATION:  RESOLUTION: RES
DOCKET INFORMATION  Docket # DOC-16-0036  Date Heard  RESOLUTION INFORMATION.  Resolution: RES
Docket # DOC-16-0036 Date Heard 11/19/2015  PRESOLUTION INTORMATION  Resolution: RES
Date Heard  RES  Resolution: RES
Resolution: RES
Resolution.
(Choose one of the following) RESolved DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:
<ol> <li>The decision of the Panel is:         <ol> <li>The termination shall be reduced to a 5 day suspension.</li> <li>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.</li> <li>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.</li> <li>Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.</li> <li>This decision is non precedent setting.</li> </ol> </li> </ol>
Jeff Edgar Mark Frymoyer Iowa Department of Administrative AFSCME Iowa Council 61
Iowa Department of Administrative AFSCME Iowa Council 61 Services, Human Resources Enterprise Chief of Staff
Management Co-Chair Union Co-Chair
4-16 11/19/15 Minh Graying 11-19-15 Date Date

## GRIEVANCE INFORMATION

	:									
AFSCME Grievance	e # 125290	IDAS Grievance #								
Grievant Name	Prince Thomas									
Department/Locat	Iowa Veterans Home	AFSCME Representative Rick Eilander								
Issue: SUS(1)	(Choose	one of the following)								
CLArification (Contract Language Issue.) DIScipline (Other than following.)										
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)										
DOCKET INCOR	WATION									
DVA-16-0	0007	11/19/2015 Date Heard								
RESOLUTION II	VFORWATION									
Resolution: RES	s									
(Choose one of th	e following) RESolved	DENied SUStained Deadlocked								
RESOLUTION DESC	CRIPTION:									
The decision of the	Panel is:									
1. The one day further incid		ed to a written reprimand on 5/19/2016 if there are no								
2. If reduced u	ınder number 1 the grievant	shall receive one day of back pay and accruals at the								
	s earning on 7/1/2015. Towa Code Section 22.13 th	nis document may be publicly posted on DAS website.								
	on is non precedent setting.									
Jeff Edgar		Mark Frymoyer								
Iowa Department of A Services, Human Reso		AFSCME lowa Council 61 Chief of Staff								
Management Co-Cha	,	Union Co-Chair								
Aff Gu	1/15/15	Mind Congres 11-19-2015								
	Date	Date								

#### GRIDVANCE INFORMATION

Management Co-Chair

Date

AFSCME Grievano	e # 1	129777		]	IDAS Grie	evance #	15-0596			
Grievant Name	Brica P	almer								
Department/Location Glenwood Resource Center AFSCME Representative Julie Dake Abel										
Issue: SUS(5) (Choose one of the following)										
CLArification (Contract Language issue.) DIScipline (Other than following.)										
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)										
DOCKET INFO	RIVIAT'I	ON			,					
DHS-16-0028  Docket # DHS-16-0028  Date Heard										
RESOLUTION	NFOR.	MATIO	N							
Resolution: R	ES									
(Choose one of t	he follo	owing)	 RESolved	D	ENied SU	Stained	Deadlocked			
RESOLUTION DES	CRIPTI	ON:								
3. The grievant sho	ng shall be re ident of like all not receiv a Code Secti	emoved. nature the 5 we back pay, ion 22,13 thi	accruals or benefi	its <b>if re</b> du	educed to a 3 day suspend aced. By posted on DAS websit					
Jeff Edgar					Mark Frym	ıoyer	•			
lowa Department of					AFSCME Io	wa Council	61			
Services, Human Res	sources	Enterpri	se		Chief of St	aff				

Union Co-Chair

12-17-2015

## GRIEVANCE INFORMATION

Management Co-Chair

12-17-15

Date

·											
AFSCME Grievance	e # 125074	IDAS Grievance #	.0								
Grievant Name	Darrel Case										
Department/Loca	Glenwood Resource Co	AFSCME Representative	lie Dake Abel								
Issue: Sus(5) (Choose one of the following)											
CLArification (Contract Language Issue.) DIScipline (Other than following.)											
SUS(*)pensi	on TERmination	(*) = # of Days Example: $SUS^{(15)}$									
DOCKET INCOR	PMATTON										
DHS-16-0	DHS-16-0021 12/17/2015										
RESOLUTION	NFORMATION										
Resolution: RE	S										
(Choose one of th	e following) RESolve	d DENied SUStained Deadl	ocked								
RESOLUTION DESC	CRIPTION:										
The grievant sh     Pursuant to Iow	ension and final warning shall be re all receive two days back pay and	reduced to a 3 day suspension.  accruals at the rate he was earning 4/27/2015.  ent may be publicly posted on DAS website.									
Jeff Edgar		Mark Frymoyer									
lowa Department of		AFSCME Iowa Council 61  Chief of Staff									
Services, Human Rese Management Co-Cha	•	Union Co-Chair	,								

12-17-2015

#### GRIEVANCE INFORMATION

AFSCM	: Grievanc	e # 114241		IDAS Grie	evance #	8 <sup>th</sup> Dist				
Grievan	t Name	Gary Sanders								
Department/Location 8th Judicial District AFSCME Representative Kenton Cole										
Issue: SUS(5) (Choose one of the following)										
CLArification (Contract Language issue.) DIScipline (Other than following.)										
S	US(*)pens	ion TEF	Rmination	(*) = # of Day	ys Example: :	SÜS(15)				
Docket :	# CBC-15-1	RMATION 0016 NEORMAT	ION		Date H	eard 12/11/15				
	e one of tl		g) RESolved	DENied SU	Stained D	eadlocked				
The de 1. 2. 3. 4. 5.	If no further inci The grievant sha Pursuant to Iowa	pension shall be red dent of like nature t Il receive back pay,	accruals or benefits at the 3 this document may be p	on. I be reduced to a 1 day suspense rate he was earning on 11/7/, nublicly posted on DAS websi	2014 with each redu	ction.				

Victoria Mead

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

1/Mins (saying 12-11-2015)
Date

#### GRIEVANCE INFORMATION

Services, Human Resources Enterprise

12/18/2015

Date

Management Co-Chair

			n na			
AFSCME Grievano	e # 1234:	54		IDAS Gri	evance #	16-0073
Grievant Name	Juan Sauche	Z	•			
Department/Loca	ition Iowa	Veterans Home	AFS	CME Rep	– oresentativ	e Rick Eilander
Issue: SUS(1)	<u>l</u> .	(Choose	one of th	e followin	ıg)	
CLArification	on (Contra	_ ct Language	issue.)	DISciplin	e (Other t	han following.)
SUS(*)pens	ion T	Rmination		(*) = # of Da	ys – – Example	: SUS(15)
DOGE KIDENTINE OF			Date I		/18/2015	
RESOLUTION	NEORMA	TION				
Resolution: R1	₹S		-			
(Choose one of t	he followi	ng) RESolved	DENie	d SU	Stained	Deadlocked
RESOLUTION DES	CRIPTION	,				
incidents o  2. The grieva  3. Pursuant to	y shall be re f like nature nt shall rece o Iowa Code	ive one day bac	k pay and a	ccruals if r	educed unde	
Kathryn Greenfield	Administrat			Mark Fryn	noyer owa Council	C1

Chief of Staff

Union Co-Chair

12/18/2015

## GRIDVANCE INFORMATION

AFSCME Grievano	ce # 125245	IDAS Grievance #									
Grievant Name	Blaise Whitmore										
Department/Loca	ation Iowa Veterans Home	AFSCME Representative Rick Eilander									
Issue: SUS(3)	(Choose o	one of the following)									
CLArification (Contract Language Issue.) DIScipline (Other than following.)											
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)											
Docket info	RMATION										
Docket # DVA-16-	Docket # DVA-16-0010 Date Heard 12/18/2015										
RESOLUTION I	NFORWATION										
Resolution: RI	ES										
(Choose one of the	he following) RESolved	DENied SUStained Deadlocked									
RESOLUTION DES	CRIPTION:										
<ul><li>2. The grieva</li><li>3. Pursuant to</li></ul>	suspension shall be reduced nt shall receive back pay and	to a 1 day suspension. I accruals at the rate he was earning on 8/31/2015, his document may be publicly posted on DAS website.									
Kathryn Greenfield	Advolutes	Mark Frymoyer									
lowa Department of Services, Human Res		AFSCME Iowa Council 61 Chief of Staff									
Management Co-Ch	_	Union Co-Chair									
Marien Gil	12/18/2015	Mint Games 12/18/2015									

Date

## GRIEVANCE INFORMATION

AFSCME	Grievano	:e #	125244			IDA	S Grievance #	16	-0066		
Grievant Name Denise Dvorak											
Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander									Rick Eilander		
Issue:	ssue: Sus(5) (Choose one of the following)										
CLArification (Contract Language issue.) DIScipline (Other than following.)											
	SUS(*)pension TERmination (*) = # of Days Example: SUS(15)										
DOCK	ET INFO	RIMA	rYON:								
	DVA-16	-0009			_		12/18/2015				
Docket #	<i>‡</i>				IJ	ate Heard	d []				
RESO)	HUTHONS	iNEO	RNAT	ION							
Resoluti	ion: R	ES									
(Choose	one of t	he fo	llowin	g) <b>RES</b> olved	D	ENied	SUStained	De	adlocked		
RESOLU	TION DES	CRIP	TION:								
	cision of th										
				ike nature prior t	to 7/28	3/2016 the	5 day suspension sh	all b	e reduced to a 3		
	day suspens	sion.		-							
	If no further day suspens		ents of li	ike nature prior	to 7/28	3/2017 the :	3 day suspension sh	all b	e reduced to a 1		
3.			not recei	ive back pay or a	accrual	ls if reduce	d.				
4.	Pursuant to	Iowa (	Code Se	ction 22.13 this			e publicly posted or	n DA	S website.		
5.	This decision	on is no	on prece	dent setting.							
Kathryn (	Greenfield					Mar	k Frymoyer	<u> </u>			
lowa Dep	lowa Department of Administrative AFSCME lowa Council 61										
	Human Re		es Enter	prise			ef of Staff				
Managen	nent Co-Çh	air				Unio	on Co-Chair				
Men	eenfu	w		18/2015		4	Min! Geggg	<u></u>	12/18/2015		
Ų	$\nu$		D	ate		•	, ,		Date		

#### GRIEVANCE INFORMATION

				r-	<del>-</del>					
AFSCME Grievance	# 123612		IDAS Grie	evance #	16-0135					
Grievant Name Constance Schlesky										
Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander										
Issue: SUS(5) (Choose one of the following)										
CLArification (Contract Language issue.) DIScipline (Other than following.)										
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)										
DOCKET INFORMATION										
Docket # DVA-16-0013 Date Heard 12/18/2015										
RESOLUTION II	VFORWATI	ON								
Resolution: RES	S									
(Choose one of th	(Choose one of the following) RESolved DENied SUStained Deadlocked									
RESOLUTION DESC	CRIPTION:									
2. Grievant sha 9/3/2015.	uspension sha all receive 2 o Iowa Code S		nd accruals at the	rate she was	earning on ed on DAS website.					

Kathryn Greenfield Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

12/18/2015

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

12/18/2015

#### GRIEVANCELINEORNATION

AFSCME Grievan	rce # 12727	8	IDAS Grievance #	16-0074		
Grievant Name	James Sulliva	ın				
Department/Loc	Iowa M	Medical Classification	AFSCME Representative	Earlene Anderson		
Issue: TER		(Choose one	of the following)			
CLArification (Contract Language issue.) DIScipline (Other than following.)						
SUS(*)pen	sion TE	Rmination	(*) = # of Days Example:	SUS(19)		
ipiotokabij ilviko	RWATION					
Docket #	5-0031	Date H	eard 01/14/2016			
RESOLUTION	INKORWAY	ΤΟΝ		,		
Resolution:	RES					
(Choose one of	the followir	g) RESolved D	DENied SUStained I	Deadlocked		
RESOLUTION DE	SCRIPTION:					
count in r 2. Grievant 3. Pursuant	nation shall be progression for shall receive b to Iowa Code	: like incidents. ack pay and accruals	suspension. The 5 day susper minus unemployment and in cument may be publicly post	terim earnings.		
Victoria Meade Iowa Department o Services, Human Ro Management Co-C	esources Ente		Mark Frymoyer  AFSCME lowa Council 6  Assistant to the Preside  Union Co-Chair  MM (Jang)			

#### GRIEVANCE INFORMATION

AFSCME	Grievano	e #	130008			IDAS	Grie	vance #	15	-0556
Grievant	Name	Ray	Bolander						-	
Departm	nent/Loca	ıtion	Mt. Plea Facility	sant Correctiona	1	AFSCME	Repi	resentati	ve	Kenton Cole
Issue: SUS(10) (Choose one of the following)							١			
CI	CLArification (Contract Language Issue.) DIScipline (Other than following.)									
SU	JS(*)pens	ion	TER	mination		(*) = #	of Day	s – – Examp	le: \$Ų!	S(15)
))(O)(G)K4	BALINRO)	RIVA	IH(O)N							
Docket #	Docket # DOC-16-0026 Date Heard 01/15/2016									
RESOL	BUILLONA	NEO	RN/AW	ON .						
Resoluti	on: R	ES								
(Choose	one of t	he fo	llowing	) RESolved		ENied	SU:	Stained	De	adlocked
RESOLU'	TION DES	CRIP	TION:							
1. 2. 3. 4.	If there is no If reduced un	uspens furthe der #2 owa Co	ion shall o discipline the grieva de Section	nt shall receive l n 22.13 this docu	17 the back pa	10 day suspen y and accruals	sion s at the	hall be redu e rate he was	s earni	a 5 day suspension. ng on 5/11/2015. e.
Born Born I .		·	•							

Kathryn Greenfield lowa 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

## GRIDVANCE INKORWATION

AFSCME Grievand	ce # 127951		1DAS Grievance #	16-0056	
Grievant Name	Regina Larkir	ıs			
Department/Loc	ation Mt. Ple	easant Correctional	AFSCME Representativ	e Kenton Cole	
Issue: SUS(10)		(Choose one	I of the following)		
CLArificati	on (Contrac	ı ct Language issu	e.) DiScipline (Other the	han following.)	
SUS(*)pens	sion TEI	Rmination	(*) = # of Days ~ - Example:	: SUS(15)	
Dografi info	RIVATUON		•		
Docket # DOC-16-0040 Date Heard 01/15/2016					
RESOLUTION	INFORWAT	ION			
Resolution: R	ŒS				
(Choose one of	the followin	g) RESolved I	DENied SUStained	Deadlocked	
RESOLUTION DE	SCRIPTION:				
2. Pursuant to	suspension shall	be reduced to a 3 day so on 22.13 this document ont setting.	uspension. may be publicly posted on DAS w	ebsite.	
Kathryn Greenfield			Mark Frymoyer		
lowa Department o			AFSCME Iowa Council	61	
Services, Human Re	esources Ente	rprise	Chief of Staff		

Date

01/15/2016

## GRIEVANCE INFORMATION

AFSCME Grievance # 124549	IDAS Grievance #						
Grievant Name Michael Engle							
Department/Location lowa Correctional Institut	AFSCME Representative Adam Swihart						
Issue: SUS(5) (Choose one of the following)							
CLArification (Contract Language i	ssue.) DIScipline (Other than following.)						
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)						
DOCKET INFORMATION							
Docket # DOC-16-0051 Date Heard 01/29/2016							
RESOLUTION INFORMATION							
Resolution: RES							
(Choose one of the following) RESolved	DENied SUStained Deadlocked						
RESOLUTION DESCRIPTION:							
The decision of the Panel is:  1. The 5 day suspension shall be reduced to a 3 day suspension.  2. Grievant shall receive back pay and accruals at the rate he was earning on 9/4/2015.  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.  4. This decision is non precedent setting.							
Jeff Edgar	Mark Frymoyer						
lowa Department of Administrative	AFSCME Iowa Council 61						
Services, Human Resources Enterprise  Management Co-Chair	Assistant to the President Union Co-Chair						
71 1 CV 01-29-2016_	Mind James 01-29-2016						

Date

#### GRIÐVANGÐ INFORMATION

AFSCME Grievan	ce # 126610	IDAS Grievance #	6-0082		
Grievant Name	Tom Erickson				
Department/Loc	ation Iowa Correctional Instituti	AFSCME Representative	Adam Swihart		
Issue: SUS(3) (Choose one of the following)					
CLArificati	ion (Contract Language is	sue.) DIScipline (Other than	n following.)		
SUS(*)pen:	sion TERmination	(*) = # of Days Example: SU	JS(15)		
DOCKET INDO  DOCKET #	5-0049	01/29/2016 te Heard			
RESOLUTION	INFORMATION		-		
Resolution: R	RES				
(Choose one of	the following) RESolved	DENied SUStained De	adlocked		
RESOLUTION DE	SCRIPTION:				
suspension 2. Grievant s	ner discipline prior to 8/14/2019 n. Shall not receive any back pay	6 the 3 day suspension shall be redu and accruals if reduced. s document may be publicly posted			

Jeff Edgar

Iowa Department of Administrative Services, Human Resources Enterprise

4. This decision is non precedent setting.

Management Co-Chair

01-29-2016

Date

Mark Frymoyer

AFSCME lowa Council 61

Assistant to the President

Union Co-Chair

mj

01-29-2016

#### GRIDVANCE INCORWATION

AFSCME Grievance # 129773	IDAS Grievance #					
Grievant Name Lori Clemens						
Department/Location Glenwood Resource Cent	AFSCME Representative Julie Dake Abel					
Issue: SUS(1) (Choose one of the following)						
CLArification (Contract Language issue.) DiScipline (Other than following.)						
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)					
DOCKET INFORMATION						
Docket # DHS-16-0030 Da	01/29/2016 ate Heard					
RESOLUTION INFORMATION						
Resolution: RES						
(Choose one of the following) RESolved	DENied SUStained Deadlocked					
RESOLUTION DESCRIPTION:						
6/18/2015.	to a written reprimand, pay and accruals at the rate she was earning on nis document may be publicly posted on DAS website,					

Jeff Edgar

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

Mark Frymoyer

AFSCME Iowa Council 61 Assistant to the President

Union Co-Chair

01-29-2016

Date

01-29-2016

#### GRIDVANCE INFORMATION

Management Co-Chair

±							
AFSCME Grievano	ce # 124647	IDAS Grievance #	16-0101				
Grievant Name	Rosanne Malek						
ا Department/Loca	ation Department of Education	AFSCME Representativ	e Matt Butler				
Issue: DIS (Choose one of the following)							
CLArification (Contract Language issue.) DIScipline (Other than following.)							
SUS(*)pens	SUS(*)pension TERmination (*) = # of Days Example: SUS(15)						
DOGKÐININRÐI	RMATHON						
Docket # DOE-16-0002 Date Heard 2/25/16							
RDS0)4040(0)N8 <u>1</u>	INTERNATION						
Resolution: RES	3						
(Choose one of t	he following) RESolved	d <b>DEN</b> ied <b>SUS</b> tained	Deadlocked				
RESOLUTION DES	SCRIPTION:						
li .	n reprimand will be rewritte aand and work directive sha	en and all work directives removed Il be removed based on the August	- IS				
Jeff Edgar		Mark Frymoyer					
lowa Department of Services, Human Res		AFSCME lowa Council Chief of Staff	61				
Management Co-Ch	· ·	Union Co-Chair					

Date

GRADVANGE	INE(OK	IVIANE (O) N							
AFSCME Grieva		IDAS Grievance #					5-0567		
Grievant Name Kim Thornburg							-	<b>L</b>	· · ·
Department/Location Mt Pleasant Correctional Facility 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)									
DOCKIDIENN	ORMA	MON							
Docket # DOC-16-0038 Date Heard 3/10/2016									
FREISOLUHU(O)	N INEG	RMATIG	N'						
Resolution:	RES		]						
(Choose one o	f the fo	llowing)	RESolved	DI	<b>EN</b> ied	SUS	Stained	De	adlocked
RESOLUTION D	DESCRIP	TION:							
2. The grid 5-2015.	e-day sus evant sha at to Iowa	pension sh Ill receive a Code Sec	tion 22.13 th	ick pa	y and accru	ials a	t the rate		vas earning on 6 on DAS website.
Jeff Edgar			· · · · · · · · · · · · · · · · · · ·		Mark	Frymo	oyer		
lowa Department							wa Counc	11 61	
Services, Human Management Co-		es Enterpri	se		Chief Union			•	

AFSCME Grievane	ce # 126144	IDAS Grievance #	15-0605		
Grievant Name	Kim Thornburg				
Department/Loc	ation Mt Pleasant Correctiona Facility	AFSCME Representative	Kenton Cole		
Issue: SUS(3) (Choose one of the following)					
CLArificati	ion (Contract Language	issue.) DIScipline (Other the	an following.)		
SUS(*)pens	sion <b>TER</b> mination	(*) = # of Days Example:	SUS <sup>(15)</sup>		
DOCKET # DOC-16		Date Heard 3/10/2016			
RESOLUTION	INFORMATION				
Resolution: RES	s				
(Choose one of t	the following) RESolved	DENied SUStained D	)eadlock <del>e</del> d		
RESOLUTION DE	SCRIPTION:				
2. The grieva 6-18-2015 3. Pursuant t	day suspension shall be redu ant shall receive two days of 5.	uced to a one-day suspension.  Thack pay and accruals at the rate should be should be publicly poster.			
Jeff Edgar	f Administrative	Mark Frymoyer AFSCMF Jowa Council 6			

Services, Human Resources Enterprise

Management Co-Chair

Chief of Staff

Union Co-Chair

3/10/2016

Date

#### GRIEVANCE INFORMATION

		COMMON			
AFSCME Grievar	nce # <sup>99682</sup>	IDAS Grievance #	16-0278		
Grievant Name	Andrew Herron				
Department/Lo	Department of Transporta	AFSCME Representative	Adam Swihart		
Issue: TER (Choose one of the following)					
<b>CLA</b> rificat	tion (Contract Language i	issue.) <b>DIS</b> cipline (Other th	an following.)		
<b>SUS(*)</b> pen	nsion <b>TER</b> mination	(*) = # of Days Example:	SUS(15)		
Docket #	16-0017 N INFORMATION	Date Heard 3/31/2016			
Resolution:	RES				
(Choose one of	the following) <b>RES</b> olved	<b>DEN</b> ied <b>SUS</b> tained <b>I</b>	Deadlocked		
RESOLUTION DE	ESCRIPTION:				
warning s attendance	nination shall be reduced to a 10 shall be in effect until 3/31/20	0-day suspension and final warning 18. The final warning shall not appear to work no later than 4/15/2016.			

- 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	Mark Frymoyer
lowa Department of Administrative	AFSCME Iowa Council 61
Services, Human Resources Enterprise	Chief of Staff
Management Co-Chair	Union Co-Chair

#### GRIEVANCE INFORMATION

AFSCME	Grievano	e#	129957			IDAS (	Grievance #	16-0114
Grievant	. Name	Chris	topher R	ichmond				
Departm	nent/Loca	ation	State Ti Eldora	raining School -	•	AFSCME R	Representativ	ve Matt Butler
Issue:	ssue: SUS(1) (Choose one of the following)							
CI	CLArification (Contract Language issue.) DIScipline (Other than following.)							
SI	SUS(*)pension TERmination (*) = # of Days Example: SUS(15)							
DOCK	DOCKET INFORMATION							
Docket #	DHS-16-	0045			[	Date Heard	3/31/2016	
RES(0)	RESOLUTION INFORMATION							
Resoluti	on: RI	ES/DEI	4					
(Choose	one of t	he fo	llowing	g) <b>RES</b> olved	D	<b>EN</b> ied	<b>SUS</b> tained	Deadlocked
RESOLU	TION DES	CRIP	TION:					
<ol> <li>The decision of the Panel is:         <ol> <li>The grievance is resolved in part and denied in part.</li> <li>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.</li> <li>Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.</li> </ol> </li> <li>This decision is non precedent setting.</li> </ol>								
Kathryn G							rymoyer	
	Iowa Department of Administrative AFSCME Iowa Council 61 Services, Human Resources Enterprise Chief of Staff						61	
			s cinter	)112 <u>C</u>		_,,,		
Jane	Management Co-Chair  Union Co-Chair  O3/31/2016  Union Co-Chair  O3/31/2016							

Date

#### GRIEVANCE INFORMATION

AFSCME Grievance	# 121725			IDAS (	Grievance #	15	-0341	
Grievant Name Nancy Hoffman								
Department/Locati	on Child Su Cedar Ra	pport Recovery - pids		AFSCME F	Representati	ve	Robin White	
Issue: SUS(5)	ssue: SUS(5) (Choose of			one of the following)				
<b>CLA</b> rification	(Contract	Language i	ssue.	) <b>DIS</b> cip	oline (Other	thar	n following.)	
<b>SUS(*)</b> pensio	n <b>TER</b> ı	nination		(*) = # o	f Days – – Exampl	e: <b>SU</b>	<b>S</b> (15)	
DOCKET INFORM	MATION							
Docket # DHS-16-003	39		Da	ite Heard	4/14/2106		,	
RESOLUTION IN	FORMATI	ON						
Resolution: RES								
(Choose one of the	following	RESolved	DI	<b>EN</b> ied	<b>SUS</b> tained	De	adlocked	
RESOLUTION DESCR	RIPTION:	-						
The decision of the P  1. The five-day 2. Grievant shal 3. Pursuant to Ic 4. This decision	suspension s l not receive owa Code Se	back pay or a ction 22.13 th	iccrua]	ls.		sted	on DAS website.	
Andrew Hayes					rymoyer			
lowa Department of Ac Services, Human Resou				AFSCM Chief c	E Iowa Council of Staff	61		

)4/14/16 Date

Management Co-Chair

Union Co-Chair

Mus (January)

4/14/2016 Date

#### GRIEVANCE INFORMATION

AFSCME Grievano	e# [	125379			IDAS	Grie	vance #	16-	0048
Grievant Name	Ryne H	lartkemeye	er				. 1	•	
Department/Loca	ation '	Anamosa S	State Penitentia	iry	AFSCME I	Repr	esentativ	e [	Robin White
Issue: SUS(1)			(Choose o	one c	l of the follo	win	g)	1	
<b>CLA</b> rification	on (Co	I ntract L	anguage i	issue	.) <b>DIS</b> cip	oline	e (Other tl	nan	following.)
SUS(*)pens	ion	<b>TER</b> m	ination		(*) = # o	f Day:	s – – Example:	SUS	(15)
DOGGDE INFO	RWATI	ΘN							
Docket # DOC-16-	0048			D	ate Heard	3/10/	2016		•
RESOLUTIONS	NFOR	MATIO.	V						•
Resolution: RES									
(Choose one of the	he follo	owing)	<b>RES</b> olved	D	<b>EN</b> ied	SUS	Stained	Dea	dlocked
RESOLUTION DES	CRIPTI	ON:							
reduced to a incidents. 2. The grievan 3. If no further	no furthe written t shall re incident Iowa Co	reprimano ceive no l ts of like i de Section	d. The writte back pay or a nature prior to n 22.13 this d	n repr ccrual o 1-29	or to 7-29-201 imand shall o s. -2017 the wri ent may be pu	nly b	e used in pro reprimand sh	gres all b	sion for like e removed.
Jeff Edgar lowa Department of						E fov	va Council (	61	
Services, Human Res Management Co-Cha		Enterpris	e ,		Chief c Union				•
Oh C			2/10/2016		DU	en l	( lan en	_	2/10/2016

Date

#### GRIEVANCE INFORMATION

AFSCME	Grievano	e #	101316			IDAS	Grievance #	15-	-0582
Grievan	t Name	Nanc	y Hoffman			·			
Department/Location Child Support Recovery - Cedar Rapids			-	AFSCME Representative Robin White					
Issue:	SUS(10)	i		(Choose o	one c	of the follo	owing)		
C	<b>LA</b> rification	on (C	ontract	Language i	ssue	) <b>DIS</b> ci <sub>l</sub>	pline (Other	than	following.)
S	<b>US(*)</b> pens	ion	<b>TER</b> n	nination		(*) = # (	of Days Exampl	e: SUS	<b>G</b> (15)
DOCK	ET INFO	RIMAT	Y(O)NI						
Docket #	DHS-16-	0040			D	ate Heard	4/14/2106		
RIDSO.	LUTION	INIF(6)	RIVIATIO	<b>N</b>					
Resoluti	ion: R	ES							
(Choose	one of t	he fol	llowing)	<b>RES</b> olved	D	<b>EN</b> ied	<b>SUS</b> tained	Dea	adlocked
RESOLU	TION DES	CRIP	ΓΙΟΝ:						

#### 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.

Management Ço-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

Mind Genny 4/14/2
Date

#### **GRIEVANCE INFORMATION**

AFSCME Grievance # 124335 IDAS Grievance # 16-0285
Grievant Name RIAN LOCIMOM
Department/Location FW+ Dodge Covy. Fac AFSCME Representative Wat But Tu
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 # 000-16-0075 Date Heard 4-28-16
RESOLUTION INFORMATION
Resolution: DES
(Choose one of the following) RESolved DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:
The decision of the Panel is:
The discipline shall ramain a one day suspension. The
one day suspension shall be removed in November 5, 2016, it No further discipline occurs. If removed we back pay shall be
No frither discipling occurs. It removed no back pay shall be
RWAVARA. THIS Shall be non-procupent String.  Preston DeBoer  Lowa Department of Administrative  AFSCME Iowa Council 61
Services, Human Resources Enterprise Union Co~Chair
Management Co-Chair
Stephen de de 11 4-28-16 Prenton DeBerer 4/28/10

Date

Date
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#### **GRIEVANCE INFORMATION**

Management Co-Chair

AFSCME Grievance # 129558	IDAS Grievance # 16-0379
Grievant Name Jacquily in Short	
Department/Location lowa covered mar	AFSCME Representative Ham Swina
Issue:   twining   (Choose one	of the following)
CLArification (Contract Language issu	ue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: <b>SUS</b> (15)
DOCKET INFORMATION	
Docket # 000-16-0000 Date	Heard 4-28-16
RESOLUTION INFORMATION	
Resolution:	
(Choose one of the following) RESolved	DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
The decision of the Panel is: Growth Will Wasign in It word is charge. Resignation 17,2015, Avasignation shall be so usignation is received by may 1. This is non-product setting.	nothers the opportunity to stry shall be effective Document bmitted by May 12,2016. It no 2,2016, the grining is choired.
Iowa Department of Administrative Services, Human Resources Enterprise	Preston DeBoer AFSCME Iowa Council 61 Union Co-Chair

Date
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#### GRIEVANCE INFORMATION

Services, Human Resources Enterprise

Management Co-Chair

AFSCME Grievance # 103 7 37 IDAS Grievance # 16 - 0364
Grievant Name Casey Mc Don ough
Department/Location DOC - NCF AFSCME Representative Swihart
Issue:
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, brievant shall not receive back pay  or accounts as a result of the reduction.
Non precedent cetting. This decision may be publicly posted on DAS websit
Iowa Department of Administrative AFSCME Iowa Council 61

Union Co-Chair

Date
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#### GRIEVANCE INFORMATION

AFSCME Grievance #	129257	IDAS Grievance #					
Grievant Name Tyle	r Pham						
Department/Location	Iowa Workforce Development	AFSCME Representative Matt Butler					
Issue: SUS(3) (Choose one of the following)							
<b>CLA</b> rification (C	CLArification (Contract Language issue.) DIScipline (Other than following.)						
SUS(*)pension	<b>TER</b> mination	(*) = # of Days Example: <b>SUS</b> (15)					
DOCKET INFORMA	TION						
Docket # [IWD-16-0041		Date Heard 5/26/2016					
RESOLUTION INFO	RMATION						
Resolution: RES							
(Choose one of the fo	(Choose one of the following) <b>RES</b> olved <b>DEN</b> ied <b>SUS</b> tained <b>Deadlocked</b>						
RESOLUTION DESCRIP	TION:						
2. Pursuant to Iowa	nsion shall be reduced t	to a 1-day suspension. is document may be publicly posted on DAS website.					
Kathryn Greenfield		Mark Frymoyer					
Iowa Department of Admi	nistrative	AFSCME Iowa Council 61					
Services, Human Resource	es Enterprise	Chief of Staff					
Management Co-Chair		Union Co-Chair					
Mayreenfuld	5/26/2016	Man Saying 5/26/2016  Date					

#### GRIEVANCE INFORMATION

AFSCME Grievance	e # 128048	IDAS Grievance #			
Grievant Name	Tyler Pham				
Department/Loca	tion Iowa Workforce Development	AFSCME Representative Matt Butler			
Issue: SUS(5)	(Choose	one of the following)			
<b>CLA</b> rificatio	on (Contract Language i	issue.) <b>DIS</b> cipline (Other than following.)			
SUS(*)pensi	on <b>TER</b> mination	(*) = # of Days Example: $SUS^{(15)}$			
DOCKET INFOR	RMATION				
Docket #	1042	Date Heard 5/26/2016			
RESOLUTIONIL	NFORMATION				
Resolution: RE	S				
(Choose one of th	ne following) <b>RES</b> olved	DENied SUStained Deadlocked			
RESOLUTION DESC	CRIPTION:				
The decision of the					
•	Suspension shall be reduced	to a 3-day suspension.  his document may be publicly posted on DAS website.			
<b>■</b> i	on is non-precedent setting.	· · · · · · · · · · · · · · · · · · ·			
	and a contract provides a contract.				
Kathryn Greenfield		Mark Frymoyer			
Iowa Department of A		AFSCME lowa Council 61			
Services, Human Reso Management Co-Cha		Chief of Staff Union Co-Chair			
		010			
Merringuli	5/26/2016	1/11 Jany 5/26/2016			
/ /	Date	Date			

#### GRIEVANCE INFORMATION

AFSCME Grievance #	180813	IDAS Grievance # 16-05.31
Grievant Name	racy Bunge	
Department/Location		AFSCME Representative White
Issue: Term		one of the following)
	(Contract Language i	ssue.) DIScipline (Other than following.)
SUS(*)pension	TERmination	(*) = # of Days Example: <b>SUS</b> (15)
DOCKET INFORM	ATION	
Docket #   Doc - 16 - D	<i>10</i> > Da	te Heard <i>G/9/16</i>
RESOLUTION INF	ORMATION	
Resolution: Res		
(Choose one of the f	following) RESolved	DENied SUStained Deadlocked
RESOLUTION DESCRI	PTION:	O JE
The decision of the Pa british 5 hall be 15 received be pursuant to T DAS website. Non-precedu	be allowed to m or h123/16, other time Code Section	in liev of termination  resign effective states of respection  wise orienance shall be denied.  22.13 this document may be posted on
lowa Department of Adn Services, Human Resource Management Co-Chair		Adam Swihart  AFSCME Iowa Council 61  Union Co-Chair  Chaft Gg/6

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#### **GRIEVANCE INFORMATION**

AFSCME Grievance # 138179 IDAS Grievance # CBC -16-0000
Grievant Name Patrick Margs
Department/Location CBC 6 AFSCME Representative Anderson
Issue: (Choose one of the following)
CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)
DOCKER INKORDATION
Docket # (BC-16-00) Date Heard 6/9/16
RESOLUTION INFORMATION
Resolution: /2-5
(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 vessen  2. vessention shall be received by June 27rd or grievance  shall be denied  3. Pursuant to Toma (ode action 22.13 this document may be publicly post on DAS webs  4. This decision is non-precedent cetting.
Jeff Edgar  Iowa Department of Administrative  Services, Human Resources Enterprise  Management Co-Chair  Management Co-Chair  Management Co-Chair  Management Co-Chair  Management Co-Chair  Management Co-Chair

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