

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

GRIEVANCE INFORMATION

AFSCME Grievance #	126234	IDAS Grievance #	17-0048
Grievant Name	Christine Davison		
Department/Location	Mt Pleasant Correctional Facility	AFSCME Representative	Amber Moats
Issue:	SUS(3) (Choose one of the following)		
CLARification (Contract Language issue.)		DIScipline (Other than following.)	
SUS(*)pension		TERmination	
(*) = # of Days -- Example: SUS ⁽¹⁵⁾			

DOCKET INFORMATION

Docket #	Date Heard
DOC-17-0049	02/09/2017

RESOLUTION INFORMATION

Resolution: RES

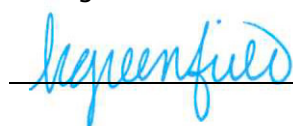
(Choose one of the following) RESolved DENied SUSained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three-day suspension shall be reduced to a one-day suspension.
2. The grievant shall receive two day of back pay and accruals at the rate she was earning on 7/21/2016.
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
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



02/09/2017
Date

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



02/09/2017
Date

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GRIEVANCE INFORMATION

AFSCME Grievance #	128803	IDAS Grievance #	17-0069
Grievant Name	Ryan Glade		
Department/Location	DOT-Motor Vehicle Enforcement	AFSCME Representative	Rick Eilander
Issue:	SUS(10) (Choose one of the following)		

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

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

DOCKET INFORMATION

Docket #	01/26/2017
DOT-17-0007	Date Heard

RESOLUTION INFORMATION

Resolution: RES

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

RESOLUTION DESCRIPTION:

- The decision of the Panel is:

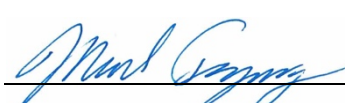
 1. The 10-day suspension and final warning shall only apply to any incident of failure to respond.
 2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
 3. This decision is non-precedent setting.

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



01/26/2017
Date

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



1/26/2017
Date

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GRIEVANCE INFORMATION

AFSCME Grievance #	125614	IDAS Grievance #	17-0028
Grievant Name	Chris Risser		
Department/Location	Clarinda Correctional Facility	AFSCME Representative	Julie Dake Abel
Issue:	SUS(10) (Choose one of the following)		

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

SUS(*)pension **TER**mination

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

DOCKET INFORMATION

Docket #	DOC-17-0050
Date Heard	12/16/2016

RESOLUTION INFORMATION

Resolution: RES

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

RESOLUTION DESCRIPTION:

- The decision of the Panel is:
1. The 10-day suspension and final warning shall be reduced to a 5-day suspension.
 2. Grievant shall receive 5 days of back pay and accruals at the rate he was earning on July 12, 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.

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



12/16/2016
Date

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



12/16/2016
Date

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

AFSCME Grievance #	130050	IDAS Grievance #	16-0563
Grievant Name	Ty Dermer		
Department/Location	Mt. Pleasant Correctional Facility	AFSCME Representative	Amber Moats
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 #	10/13/2016
DOC-17-0001	Date Heard

RESOLUTION INFORMATION

Resolution: RES


(Choose one of the following) RESolved DENied SUSained Deadlocked

RESOLUTION DESCRIPTION:

- The decision of the Panel is:


 1. The one-day suspension shall be reduced to a written reprimand.
 2. The grievant shall receive one day of back pay and accruals at the rate he was earning on 4/1/2016.
 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
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



10/13/2016
Date

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



10/13/2016
Date

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

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

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

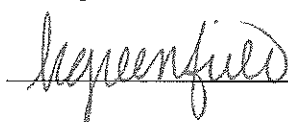
Resolution:
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Dead**locked

RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. The one-day suspension shall be reduced to a written reprimand.
2. The grievant shall receive one day of back pay and accruals at the rate he was earning on 3/26/2016.
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
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair


Date

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


Date

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

GRIEVANCE INFORMATION

AFSCME Grievance # 125130

IDAS Grievance #

Grievant Name

Donn Lowney

Department/Location

CBC District 8

AFSCME Representative

Amber Moats

Issue:

DIS

(Choose one of the following)

CLarification (Contract Language issue.)

DIScipline (Other than following.)

SUS(*)pension

TERmination

(*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket #

CBC-16-0026

Date Heard

7/14/2016

RESOLUTION INFORMATION

Resolution:

RES

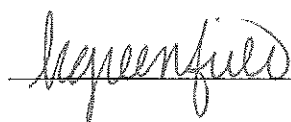
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Dead**locked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the file on 10/10/2016 if no further incidents of like nature.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

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



7-14-2016

Date

Earlene Anderson
AFSCME Iowa Council 61
Union Representative
Union Co-Chair



7-14-2016

Date