

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

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

**CL**arification (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 five-day paper suspension shall be reduced to a three-day paper suspension.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non-precedent setting.

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

  
\_\_\_\_\_  
Date    03/31/2017

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

  
\_\_\_\_\_  
Date    03/31/2017

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G.R.I.P.  
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AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

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

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

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Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

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

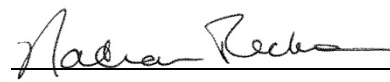
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 10-day suspension and final warning shall be reduced to a 5-day suspension.
2. The grievant shall be reimbursed five day of back pay and accruals at the rate she was earning on 9-1-2016.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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

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

  
\_\_\_\_\_  
Date    3/30/2017

  
\_\_\_\_\_  
Date    3/30/2017

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**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

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

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

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**RESOLUTION INFORMATION**

Resolution:

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

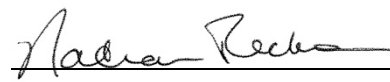
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 10-day suspension and final warning shall be reduced to a 5-day suspension.
2. The grievant shall not receive any back pay or accruals.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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

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

  
\_\_\_\_\_  
3/30/2017  
Date

  
\_\_\_\_\_  
3/30/2017  
Date

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AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

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

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

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Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

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


**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 6/7/2017 the 1-day suspension shall be reduced to a written reprimand.
2. The grievant shall receive 1 day of back pay and accruals at the rate she was earning on 10/26/2016 if reduced.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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

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

  
\_\_\_\_\_  
3/9/2017  
Date

  
\_\_\_\_\_  
3/9/2017  
Date

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AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
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**CL**arification (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    **DEA**dlocked


**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 3-day suspension shall be reduced to a one day suspension.
2. The grievant shall receive 2 days of back pay and accruals at the rate he was earning on 10/28/2016.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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

  
\_\_\_\_\_  
3/9/2017  
Date

  
\_\_\_\_\_  
3/9/2017  
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AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

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

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

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Resolution:

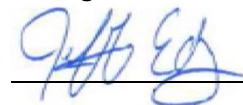
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **DEA**dlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 3-day suspension shall be reduced to a 1-day suspension.
2. The grievant shall receive 1 day of back pay and accruals at the rate she was earning on 11/28/2016.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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



3/9/2017  
Date

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



3/9/2017  
Date

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AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

**CL**arification (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    **DEA**dlocked

**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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AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

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

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

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Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

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


**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

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

  
\_\_\_\_\_  
01/26/2017  
Date

  
\_\_\_\_\_  
1/26/2017  
Date



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AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

**CL**arification (Contract Language issue.)    **DI**scipline (Other than following.)

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

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**RESOLUTION INFORMATION**

Resolution:

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

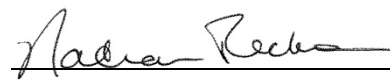
**RESOLUTION DESCRIPTION:**

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

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

  
Date 12/16/2016

  
Date 12/16/2016

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**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

**CL**arification (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 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

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AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

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

**SUS**(\*)pension    **TER**mination    (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:


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

**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 7/14/16

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

  
Date 7/14/16

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Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

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

**SUS**(\*)pension    **TER**mination    (\*) = # of Days -- Example: SUS<sup>(15)</sup>

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

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

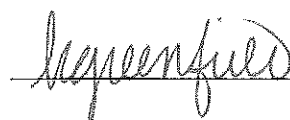
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 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

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

  
Date 7-14-2016

  
Date 7-14-2016