

**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:

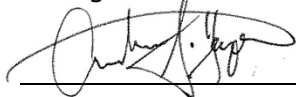
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **Dead**locked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 1-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 1-7-2017.
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



05/11/2016  
Date

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



05/11/2016  
Date

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

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #   
Grievant Name   
Department/Location  AFSCME Representative   
Issue:  (Choose one of the following)  
**CL**arification (Contract Language issue.) **DIS**cipline (Other than following.)

**SUS**(\*)pension **TER**mination

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

**DOCKET INFORMATION**

Docket #  Date Heard

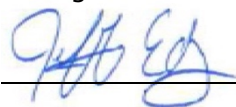
**RESOLUTION INFORMATION**

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

**RESOLUTION DESCRIPTION:**

- The decision of the Panel is:
1. The 1-day suspension shall be reduced to a written reprimand.
  2. The grievant shall not be reimbursed back pay and accruals.
  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
  4. This decision is non-precedent setting.

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



4-28-2017  
Date

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



4-28-2017  
Date

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

**GRIEVANCE INFORMATION**

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

**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 written reprimand will be removed if there is no further discipline prior to 6/28/2017.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non-precedent setting.

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



4/27/2017  
Date

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



4/27/2017  
Date

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

**GRIEVANCE INFORMATION**

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

**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**

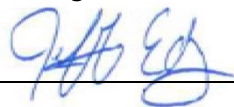
Resolution:

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

**RESOLUTION DESCRIPTION:**

- The decision of the Panel is:
1. The 1-day suspension shall be reduced to a written reprimand.
  2. The grievant shall not be reimbursed back pay and accruals.
  3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
  4. This decision is non-precedent setting.

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



4-27-2017  
Date

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



4-27-2017  
Date

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

**GRIEVANCE INFORMATION**

AFSCME Grievance #	124578	IDAS Grievance #	17-0205
Grievant Name	Katherine Kerr		
Department/Location	Newton Correctional Facility	AFSCME Representative	Adam Swihart
Issue:	<div style="border: 1px solid black; width: 150px; height: 20px; display: inline-block;"></div> (Choose one of the following)		
<b>CL</b> arification (Contract Language issue.)		<b>DIS</b> cipline (Other than following.)	
<b>SUS</b> (*)pension <b>TER</b> mination		(*) = # of Days -- Example: <b>SUS</b> (15)	

**DOCKET INFORMATION**

Docket #	03/31/2017
DOC-17-0102	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 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



03/31/2017  
Date

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



03/31/2017  
Date

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

**GRIEVANCE INFORMATION**

AFSCME Grievance #	128918	IDAS Grievance #	17-0088
Grievant Name	Mary Martin		
Department/Location	Glenwood Resource Center	AFSCME Representative	Julie Dake Abel
Issue:	SUS(10) (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 #	DHS-17-0109
Date Heard	03/30/2017

**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. 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



3/30/2017  
Date

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



3/30/2017  
Date

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

**GRIEVANCE INFORMATION**

AFSCME Grievance #	118283	IDAS Grievance #	17-0226
Grievant Name	Sandy Henderson		
Department/Location	Collection Service Center	AFSCME Representative	Melissa Speed
Issue:	SUS(10) (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 #	DHS-17-0119
Date Heard	03/30/2017

**RESOLUTION INFORMATION**

Resolution: RES

(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



3/30/2017  
Date

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



3/30/2017  
Date

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

**GRIEVANCE INFORMATION**

AFSCME Grievance #  IDAS Grievance #

Grievant Name

Department/Location  AFSCME Representative

Issue:  (Choose one of the following)

**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:

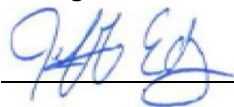
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **Dead**locked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. 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



3/9/2017  
Date

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



3/9/2017  
Date



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

**GRIEVANCE INFORMATION**

AFSCME Grievance #	<input type="text" value="128365"/>	IDAS Grievance #	<input type="text"/>
Grievant Name	<input type="text" value="Chad Underwood"/>		
Department/Location	<input type="text" value="CBC District 6"/>	AFSCME Representative	<input type="text" value="Earlene Anderson"/>
Issue:	<input type="text" value="SUS(3)"/>	(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 #	<input type="text" value="CBC-17-0008"/>	Date Heard	<input type="text" value="3/9/2017"/>
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**RESOLUTION INFORMATION**

Resolution:

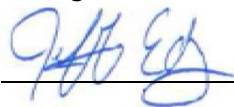
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **Dead**locked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

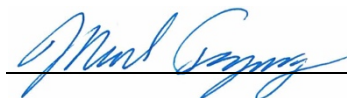
1. The 3-day suspension shall be reduced to a one day suspension.
2. The grievant shall receive 2 days of back pay and accruals at the rate he was earning on 10/28/2016.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non-precedent setting.

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



3/9/2017  
Date

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



3/9/2017  
Date

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

**GRIEVANCE INFORMATION**

AFSCME Grievance #	125810	IDAS Grievance #	
Grievant Name	Stacey Gates		
Department/Location	CBC District 6	AFSCME Representative	Earlene Anderson
Issue:	SUS(3) (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 #	CBC-17-0009
Date Heard	3/9/2017

**RESOLUTION INFORMATION**

Resolution: RES

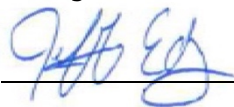
(Choose one of the following)    **RES**olved    **DEN**ied    **SUS**tained    **Dead**locked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 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

**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 <sup>(15)</sup>			

**DOCKET INFORMATION**

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

**RESOLUTION INFORMATION**

Resolution: RES


(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**

- The decision of the Panel is:

  1. The three-day suspension shall be reduced to a one-day suspension.
  2. The grievant shall receive two 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

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

**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)		

**CL**arification (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    **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



01/26/2017  
Date

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



1/26/2017  
Date

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

**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)		

**CL**arification (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    **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



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.  
Settlement**

**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 <sup>(15)</sup>			

**DOCKET INFORMATION**

Docket #	10/13/2016
DOC-17-0001	Date Heard

**RESOLUTION INFORMATION**

Resolution: RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

**RESOLUTION DESCRIPTION:**


- The decision of the Panel is:

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

  
\_\_\_\_\_  
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 #

127710

IDAS Grievance #

16-0538

Grievant Name

Brian Burch

Department/Location

Iowa Medical and  
Classification Center

AFSCME Representative

Earlene Anderson

Issue:

SUS(1)

(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 #

DOC-16-0108

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 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.

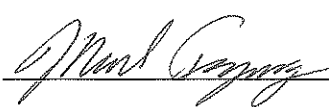
Kathryn Greenfield  
Iowa Department of Administrative  
Services, Human Resources Enterprise  
Management Co-Chair



Date

7/14/16

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



Date

7/14/16

**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)

**CL**arification (Contract Language issue.)

**DIS**cipline (Other than following.)

**SUS**(\*)pension

**TER**mination

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

**DOCKET INFORMATION**

Docket #

CBC-16-0026

Date Heard

7/14/2016

**RESOLUTION INFORMATION**

Resolution:

RES

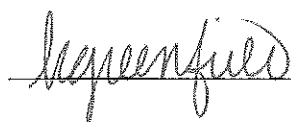
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Dead**locked

**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