

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

GRIEVANCE INFORMATION

AFSCME Grievance #

IDAS Grievance #

Grievant Name

Department/Location

AFSCME Representative

Issue: (Choose one of the following)

CLArification (Contract Language issue.) **DIScipline** (Other than following.)

SUS(*)pension **TERmination**

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

DOCKET INFORMATION

Docket #

Date Heard

RESOLUTION INFORMATION

Resolution:

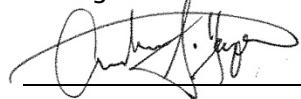
(Choose one of the following) **RESolved** **DENied** **SUSTained** **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is:

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

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 **Deadlocked**

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)

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

SUS(*)**p**ension **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 **Deadlocked**

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 #

95484

IDAS Grievance #

17-0245

Grievant Name

William Schumacher

Department/Location

North Central Correctional Facility

AFSCME Representative

Matt Butler

Issue: **SUS(1)**

(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-17-0122

Date Heard

4/27/2017

RESOLUTION INFORMATION

Resolution:

RES

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

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 #

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 **Deadlocked**

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

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



Date

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

GRIEVANCE INFORMATION

AFSCME Grievance #

IDAS Grievance #

Grievant Name

Department/Location

AFSCME Representative

Issue: (Choose one of the following)

CLArification (Contract Language issue.) **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 **Deadlocked**

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 #

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 **Deadlocked**

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)

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:

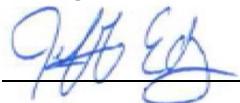
(Choose one of the following) **RES**olved **DEN**ied **SUS**tained **Deadlocked**

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 #

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 **Deadlocked**

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 #

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 **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 3-day suspension shall be reduced to a 1-day suspension.
2. The grievant shall receive 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 ⁽¹⁵⁾	

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 #

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 **Deadlocked**

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



Date

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



Date

Grievance Resolution Improvement Process

G.R.I.P.

Settlement

GRIEVANCE INFORMATION

AFSCME Grievance #

IDAS Grievance #

Grievant Name

Department/Location

AFSCME Representative

Issue: (Choose one of the following)

CLArification (Contract Language issue.) **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 **Deadlocked**

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 ⁽¹⁵⁾	

DOCKET INFORMATION

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

Resolution:	RES	(Choose one of the following)	RESolved	DENied	SUSTained	Deadlocked
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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.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance #

IDAS Grievance #

Grievant Name

Department/Location

AFSCME Representative

Issue: (Choose one of the following)

CLArification (Contract Language issue.) **DIScipline** (Other than following.)

SUS(*)pension **TERmination**

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

DOCKET INFORMATION

Docket #

Date Heard

RESOLUTION INFORMATION

Resolution:

(Choose one of the following) **RESolved** **DENied** **SUSTained** **Deadlocked**

RESOLUTION DESCRIPTION:

The decision of the Panel is:

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

 7/14/16
Date

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

 7/14/16
Date

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

GRIEVANCE INFORMATION

AFSCME Grievance #

IDAS Grievance #

Grievant Name

Department/Location

AFSCME Representative

Issue: (Choose one of the following)

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

SUS(*)**p**ension **TER**mination

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

DOCKET INFORMATION

Docket #

Date Heard

RESOLUTION INFORMATION

Resolution:

(Choose one of the following) **RES**olved **DEN**ied **SU**stained **Deadlocked**

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