

**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 10-day suspension shall be reduced to a written reprimand.
2. The grievant shall be reimbursed ten days of back pay and accruals at the rate he was earning on 5-31-17.
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

  
\_\_\_\_\_  
10/13/2017  
Date

  
\_\_\_\_\_  
10/13/2017  
Date

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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**

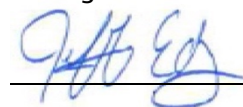
Resolution:   
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **DEA**dlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 10-day suspension and final warning shall only be used in progression or stated as previous discipline for 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.

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



9-14-2017  
Date

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



9-14-2017  
Date

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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**

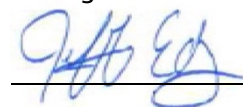
Resolution:   
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **DEA**dlocked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 1-day suspension shall be removed on 5/17/2018 if no further discipline.
2. The grievant shall not be reimbursed back pay and accruals if removed.
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



9-1-2017  
Date

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



9-1-2017  
Date

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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:

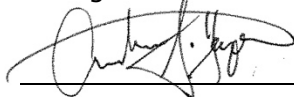
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **Dead**locked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

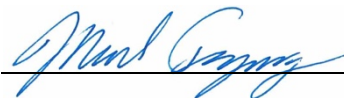
1. The written reprimand shall be removed from the employees file on 8-16-2017 if no further discipline.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non-precedent setting.

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



07/13/2017  
Date

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



07/13/2017  
Date