

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

**DOCKET INFORMATION**

Docket #  Date Heard

**RESOLUTION INFORMATION**

Resolution:

(Choose one of the following) RESolved    DENIED    SUStained    Deadlocked

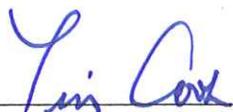
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The five day suspension shall be reduced to a written reprimand.
2. The grievant shall receive five days of back pay and accruals at the rate he was earning on March 7, 2014.
3. This decision is non precedent setting.

Tim Cook  
Iowa Board of Regents  
Management Co-Chair

Mark Frymoyer  
AFSCME Iowa Council 61  
Assistant to the President  
Union Co-Chair



10-11-14

Date



10/10/14

Date