

**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:

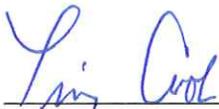
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

- The decision of the Panel is:
1. The three day suspension shall be reduced to a written reprimand.
 2. The grievant shall be reimbursed three days of back pay and accruals at the rate he was earning on 6/15/2015.

This decision is non precedent setting.

Tim Cook
Iowa Board of Regents
Management Co-Chair



11-18-15

Date

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



11/12/2015

Date