

**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 **DEA**dlocked

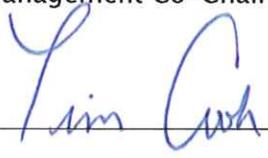
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one-day suspension shall be reduced to a written reprimand.
2. Grievant shall receive one day of back pay and accruals at the rate he was earning at the time of suspension.

This decision is non precedent setting.

Tim Cook
Iowa Board of Regents
Management Co-Chair



4/15/2016
Date

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



4/15/2016
Date