

**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

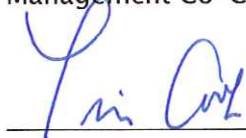
**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The 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 she was earning on 1-27-2015.

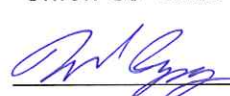
This decision is non precedent setting

Tim Cook  
Iowa Board of Regents  
Management Co-Chair



Date

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



Date

