

**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 termination shall be reduced to a five day suspension. This suspension shall only be used in progression for safety violations.
2. Grievant shall receive ½ of his back pay and accruals minus ½ his interim earnings.
3. Grievant shall be returned to work no later than 1/23/2015.

This is non-precedent setting.

Marcia Brunson
Iowa Board of Regents
Management Co-Chair

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


Date


Date