

**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)

**CL**arification (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:

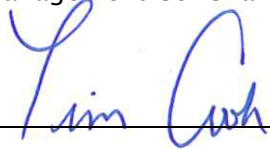
(Choose one of the following) **RES**olved    **DEN**ied    **SUS**tained    **DEAD**locked

**RESOLUTION DESCRIPTION:**

The decision of the Panel is:

1. The three-day suspension shall be reduced to a 1-day suspension.
2. The grievant shall receive two days of back pay and accruals at the rate she was earning on 3/31/2016.
3. This decision is non precedent setting.

Tim Cook  
Iowa Board of Regents  
Management Co-Chair



11/10/16  
Date

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



11/10/16  
Date