

**CASE DIGEST:**     *U.S. Dep't of the Treasury, IRS, Kan. City, Mo., 71 FLRA 1007*  
(2020) (Member DuBester dissenting in part)

In this case, the Arbitrator found that the Agency violated the parties' agreement and applicable federal regulations by denying the grievants' requests for administrative leave. As remedies, he ordered the Agency to grant administrative leave to the grievants for any leave that was taken on August 4, 2017 following a hazardous incident and to comply with the parties' agreement in the future. The Authority denied the Agency's essence and contrary-to-law exceptions because they failed to raise any deficiencies in the Arbitrator's application of the legal standard. Additionally, the Authority granted the Agency's essence-exception, in part, because the Arbitrator improperly imposed an additional term that was not specifically provided for in the parties' agreement.

Member DuBester dissented in part. He found that the Arbitrator's order directing the Agency to promptly provide the Union with the accident reports to which it is entitled under the parties' agreement was within the Arbitrator's remedial authority and did not fail to draw its essence from the agreement.

This case digest is a summary of a decision issued by the Federal Labor Relations Authority, with a short description of the issues and facts of the case. Descriptions contained in this case digest are for informational purposes only, do not constitute legal precedent, and are not intended to be a substitute for the opinion of the Authority.