
The Arbitrator found that the Agency violated the parties’ collective-bargaining agreement in rating the grievant’s performance. The Authority dismissed one of the Agency’s nonfact and essence exceptions because the Agency failed to raise its arguments before the Arbitrator. The Authority denied the Agency’s remaining exceptions because the Agency failed to demonstrate that: (1) the Arbitrator interpreted the parties’ agreement in a way that was irrational, unfounded, implausible, or in manifest disregard of the agreement, or (2) a central fact underlying the award was clearly erroneous.

Member Abbott dissented, concluding that the remedy awarded by the Arbitrator was contrary to law and did not draw its essence from the parties’ collective bargaining 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.