

**CASE DIGEST:**     *AFGE, Loc. 3972, 74 FLRA 252 (2025)*

The Agency notified certain bargaining-unit employees that it was altering their telework arrangements, requiring them to report to the office an additional day per week, and directed the employees to update their telework agreements. The Union grieved, arguing to the Arbitrator that the Agency failed to comply with its contractual and statutory bargaining obligations before making the change and that the Agency unlawfully bypassed the Union to bargain directly with the employees. The Arbitrator found that the parties' existing collective-bargaining agreements covered the procedures by which the Agency could change employees' telework arrangements, and that the Agency complied with those procedures. Therefore, the Arbitrator found that the Agency had no further obligation to bargain with the Union over the matter. The Union filed exceptions challenging the award on contrary-to-law and essence grounds. Because the Union did not demonstrate that the Agency negotiated directly with bargaining-unit employees, or that either the parties' agreements or the Federal Service Labor-Management Relations Statute required the Agency to bargain with the Union over the change to employees' telework arrangements, the Authority denied the Union's exceptions.

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.