

CASE DIGEST: *U.S. DHS, U.S. CBP, 74 FLRA 261 (2025)*

The Union filed a grievance alleging that the Agency violated the Fair Labor Standards Act (FLSA) when it failed to pay overtime to employees on compressed work schedules when they worked more than eighty hours in a biweekly pay period. The Arbitrator issued an award sustaining the grievance and awarding FLSA remedies. On exceptions, the Agency argued that the award was contrary to §§ 6121 and 6128 of the Federal Employees Flexible and Compressed Work Schedules Act (the Work Schedules Act). Because the Arbitrator's FLSA findings and remedies conflicted with the Work Schedules Act, the Authority set aside the award.

This case digest is a summary of an order 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.