CASE DIGEST: *U.S. Dep't of the Treasury, BEP*, 74 FLRA 530 (2026) (Member Arrington dissenting)

The Agency changed its telework policy to require employees to work on-site and in-person for at least 50% of their work hours each month. The Union grieved, alleging that the Agency's unilateral implementation violated the parties' collective-bargaining agreement and the Federal Service Labor-Management Relations Statute. The Arbitrator sustained the grievance. The Agency filed exceptions alleging that the award was moot, failed to draw its essence from the parties' agreement, was contrary to law, and was impossible to implement, and that the Arbitrator exceeded his authority. The Authority dismissed some of the Agency's exceptions under §§ 2425.4(c) and 2429.5 of the Authority's Regulations and denied the remainder of the Agency's exceptions.

Member Arrington dissented, maintaining that the parties' agreement reserves to the Agency the discretion to determine when and to what extent telework is appropriate. Therefore, the Arbitrator's interpretation to the contrary failed to draw its essence from the plain language of the parties' agreement.