

**CASE DIGEST:**     *U.S. DHS, U.S. Citizenship & Immigration Servs.*, 72 FLRA 146  
(2021) (Chairman DuBester dissenting in part)

The Arbitrator found that the Agency violated the parties' collective-bargaining agreement and the Federal Service Labor-Management Relations Statute when it denied a Union representative official time under the parties' agreement to attend a reasonable-accommodation meeting for a disabled employee. First, the Authority found that the Arbitrator exceeded his authority by making findings and directing a remedy that went beyond the scope of the issue he framed. Next, because the Arbitrator's findings were insufficient for the Authority to determine whether the award was deficient on two of the other grounds raised by the Agency's exceptions, the Authority remanded the award for further findings concerning the reasonable-accommodation meeting at issue.

Chairman DuBester dissented in part, finding that the Arbitrator's remedy directing the Agency to allow a Union representative to attend future reasonable-accommodation meetings on official time was within the scope of the framed issue.

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.