

CASE DIGEST: *U.S. DOD, U.S. Marine Corps, MAGTF/TC/MCAGCC/MCCS, Twentynine Palms, Cal.*, 74 FLRA 46 (2024)

The Arbitrator found the Agency violated the parties' collective bargaining agreement, the Fair Labor Standards Act (FLSA), and § 510 of the California Labor Code (Cal. Code § 510) by failing to properly compensate certain employees for overtime. As remedies, the Arbitrator awarded the grievants backpay with interest for unpaid overtime under the agreement, the FLSA, and Cal. Code § 510. The Agency filed exceptions to the award on essence, exceeded-authority, and contrary-to-law grounds. The Authority denied the exceeded-authority exception. The Authority found the Arbitrator's determination that Cal. Code § 510 was applicable to the employees was contrary to law. Consequently, the Authority granted the Agency's contrary-to-law exception. The Authority set aside the findings and remedies based on Cal. Code § 510, and also set aside the portion of the remedy awarding a third year of backpay and interest related to the FLSA violation. The Authority also found it unnecessary to resolve the Agency's essence exception.

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.