

CASE DIGEST: *Fraternal Ord. of Police, DC Lodge 1*, 73 FLRA 408 (2023)

In this case, the Union filed a grievance alleging that the Agency violated the Family and Medical Leave Act (FMLA) by preventing the grievant from returning to a paid, full-duty status after a period of FMLA leave. The Arbitrator denied the grievance because the Union based its allegations on FMLA provisions that do not apply to federal employees. The Arbitrator also found that the grievant failed to comply with the Agency's fitness-for-duty requirements. The Union filed exceptions to the award on contrary-to-law, public-policy, nonfact, exceeded-authority, and essence grounds. Because the Union failed to demonstrate that the award was deficient on any of those grounds, the Authority denied the Union's exceptions.

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.