



# CBP Employees—

Thanks to NTEU, the CBP-imposed grooming standards have been struck down.

A third-party arbitrator has ruled that CBP violated the NTEU contract and federal law because the agency did not bargain with NTEU before implementing the new standards.

But don't grow those beards back just yet. The decision is on hold until a related legal matter concludes.

NTEU will pursue this issue until CBP agrees to reasonable standards.

*“The agency’s assertion that imposition of the uniform standards can be justified on the basis of improved employee morale is based on unsupported hearsay and is contradicted by union witnesses...”*

Arbitrator’s  
Decision

## NTEU: Working For You

**NTEU**  
The National Treasury Employees Union

[www.CBPunion.org](http://www.CBPunion.org)