



June 20, 2025

**VIA E-MAIL**

Ms. Jennifer Ledbetter  
Acting Director, Workforce Relations and Performance Management  
Office of Human Capital  
Office of the Comptroller of the Currency  
Constitution Center  
400 Seventh Street, S.W.  
Washington, D.C. 20219

**RE: National Grievance and Unfair Labor Practice Charge — Agency's  
Violations of the Parties' Collective Bargaining Agreement, and 5  
U.S.C. § 7116(a)(1), (5) and (8) Regarding Elimination of 4/10 Work  
Schedules**

Dear Ms. Ledbetter:

NTEU hereby files this institutional grievance and national mass grievance on behalf of all affected bargaining unit employees pursuant to Article 27, Grievance Procedure, Sections 5 and 9 of the Collective Bargaining Agreement (CBA) between the Office of Comptroller of the Currency (OCC) and the National Treasury Employees Union (NTEU).

On June 10, 2025, OCC Acting Comptroller Rodney Hood issued a message stating that "Effective on July 27, 2025, at the beginning of pay period 15, the OCC will no longer offer 4/10 work schedules." The only reason given was that "[t]his change ensures the OCC remains aligned with the Department of the Treasury work schedule policy and related Executive Orders."

The OCC's elimination of the 4/10 work schedule violates Article 16, Sections 3B and 5 of the CBA, which specifically provides for the 4/10 compressed work schedule as an option to employees under the Agreement. The OCC has also violated Section 4A2 of Article 16, which requires that "[s]upervisory approval of employee work schedules will be based on mission, staffing, and workload-related factors. "

The OCC's unilateral termination of the 4/10 work schedule not only violates the terms of the CBA, but it is also a repudiation of the Agreement in violation of 5 U.S.C. § 7114(a)(1), which is an unfair labor practice under 5 U.S.C. § 7116(a)(1), (5) and (8) of the Federal Service Labor-Management Relations Statute (the Statute).

To remedy these violations, NTEU requests that the OCC: (1) rescind the directive eliminating 4/10 work schedules to the extent it applies to NTEU bargaining unit employees; (2)

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issue a message clarifying that the directive does not apply to bargaining unit employees; (3) reinstate any and all 4/10 work schedules for bargaining unit employees that were terminated as a result of the directive; (4) post a notice signed by the Comptroller (or Acting Comptroller) of the OCC admitting that the agency violated the Statute by repudiating the CBA; and (5) any other remedy deemed appropriate.

NTEU requests a meeting pursuant to Article 27 of the CBA within ten (10) workdays of this filing. NTEU's representative in this matter will be Stephen Keller. Please contact him via email at [Steve.Keller@nteu.org](mailto:Steve.Keller@nteu.org) to schedule a meeting.

Sincerely,

A handwritten signature in black ink, appearing to read "Doreen P. Greenwald". The signature is fluid and cursive, with the first name "Doreen" and last name "Greenwald" clearly distinguishable.

Doreen P. Greenwald  
National President

cc: Jurmell James, OCC WRPM  
Stephen J. Keller, NTEU  
Ken Moffett, Jr., NTEU