



May 22, 2025

**VIA ELECTRONIC MAIL**

Mr. Max R. Wyche  
Acting Chief Human Capital Officer  
Internal Revenue Service  
1111 Constitution Avenue, NW  
Washington, DC 20224

**RE: National Grievance and Unfair Labor Practice Charge — Violations of the 2022 National Agreement, the 2025 Addendum to the 2022 National Agreement, and 5 U.S.C. § 7116(a)(1), (5), and (8)**

Dear Mr. Wyche:

Pursuant to Article 42, Sections 2 and 3 of the parties' 2022 National Agreement (2022 NA) and the 2025 Addendum to the 2022 NA, the National Treasury Employees Union (NTEU) hereby files this national grievance against the Internal Revenue Service (IRS, Employer, or agency) for its violation of Article 5, Employee Rights, including Section 5.B of the 2022 NA. Article 5, Section 5.B of the 2022 NA states:

An employee may request to withdraw a resignation at any time prior to its effective date, provided the withdrawal is communicated to the Employer in writing. The Employer may deny the withdrawal request before its effective date only for legitimate reasons, including, but not limited to, administrative disruption or the hiring of a replacement or a valid commitment to hire a replacement.

In or about April 2025, the IRS created an email site titled "Separations" as a mechanism to track and process voluntary resignations of employees. In April and May 2025, probationary, trial employees, and other bargaining unit employees submitted voluntary resignations from the agency to the Separations email site. Later, some of those employees sought to rescind their resignations. On or around May 15, 2025, NTEU became aware that the IRS, without a legitimate reason, had refused to accept or process employee requests to rescind their prior resignations. The agency subsequently indicated that it is not permitting any employees to rescind a resignation for any reason.

The IRS's refusal constitutes a breach of Article 5, Section 5.B. Because the agency's actions patently breach Article 5, Employee Rights, its actions are also a repudiation of Article 5 and, thus, constitute an unfair labor practice in violation of 5 U.S.C. § 7116(a)(1), (5) and (8) of the Federal Service Labor-Management Relations Statute (statute).

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To remedy these violations, NTEU requests that the IRS: (1) immediately cease and desist from violating Article 5, Section 5.B of the 2022 NA and the 2025 Addendum to the 2022 NA; (2) cease the processing and separation of any employees who have requested to rescind or otherwise withdraw their prior resignations; (3) revert to the *status quo ante*; (4) post a notice, signed by the Acting Commissioner or Commissioner of the IRS, in an appropriate place that may be viewed by all employees, indicating that, by its actions in repudiating Article 5, the agency has violated the statute and interfered with the rights of NTEU and employees in the bargaining unit; and (5) any other remedies that may be deemed appropriate under law, rule and/or regulation.

NTEU requests a meeting pursuant to Article 42, Section 3 of the 2022 NA within twenty (20) workdays of this filing. Our representative in this matter will be Dani Parker, National Negotiator. Please contact her via email at [dani.parker@nteu.org](mailto:dani.parker@nteu.org) to schedule a step meeting.

Sincerely,

A handwritten signature in black ink, appearing to read "Doreen P. Greenwald".

Doreen P. Greenwald  
National President

cc: Geralda Larkins, IRS  
Dani Parker, NTEU  
Ken Moffett, NTEU  
Rani Rolston, NTEU