



March 26, 2025

VIA ELECTRONIC MAIL

Sara K. Pranio
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: Requirements of Article 38, Reduction in Force; 2024 Collective Bargaining Agreement

Dear Ms. Pranio:

It is no secret that the Office of the Comptroller of the Currency (OCC or agency) is facing the very real possibility of a RIF in the near future. It won't surprise you to learn that the National Treasury Employees Union (NTEU) vehemently opposes this course of action. It would be incredibly destructive not only for the many civil servants we proudly represent at the OCC, but also for the American public who depends on this agency to ensure that banks operate safely and soundly, provide fair access to financial services, and treat customers fairly.

Today, I'm writing to remind you, in the event of a potential RIF, of the OCC's obligations under the law, regulation and the parties' 2024 Collective Bargaining Agreement. I would appreciate you confirming, expeditiously, the OCC's intent to follow its obligations under Article 38.

As you know, on February 26, 2025, the Office of Management and Budget (OMB) and the Office of Personnel Management (OPM) issued guidance to the heads of executive branch departments and agencies directing them to "promptly undertake preparations to initiate large-scale reductions in force (RIFs), consistent with law." The guidance instructs them to develop "agency RIF and reorganization plans" (ARRPs) and to work with the Department of Government Efficiency as they develop the competitive areas for the ARRPs. It emphasized the agency "should focus on the maximum elimination of functions that are not statutorily mandated."

The OMB/OPM memo further advises agencies to begin conducting RIFs in two phases: In Phase 1 ARRP, agencies must submit their ARRPs to OMB and OPM for review and approval by March 13, 2025.¹ This phase is supposed to include specific plans by the agency for the

¹ On March 13, 2025, NTEU requested that the OCC provide a copy of the Phase 1 Agency RIF and Reorganization Plan (ARRP) under 5 USC Section 7114(b)(4).

Sara K. Pranio
March 26, 2025
Page Two

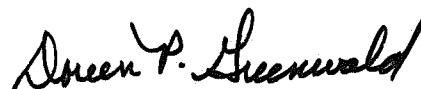
elimination of positions through RIF, as well as the existing hiring freeze, and the attrition of positions through retirement or resignation. The agencies are also required to submit a timetable for any RIFs. Agencies must submit Phase 2 ARRs to OMB and OPM for review and approval by April 14, 2025. In Phase 2, among other things, agencies are directed to submit proposed future state organizational charts; any proposed relocations of employees from Washington, DC or the National Capital Region "to less costly areas of the country;" and "any provisions of collective bargaining agreements that would inhibit government efficiency and cost-savings." Phase 2 plans must be completed by each agency by no later than September 30, 2025.

Under Article 38 of the Nationwide Agreement, the parties expressly agreed that the OCC would provide NTEU with notice prior to the implementation of a RIF. The procedures in Article 38 require the OCC to inform NTEU in advance of official notification to the affected bargaining unit employees. Pursuant to Article 38, the notice from the OCC must include, at a minimum, the reason for the RIF, approximate number and types of positions affected, geographic location, and anticipated date of the planned action. Under Article 38, the OCC is also obligated to implement any RIF in accordance with applicable laws, rules, and regulations, which would include PPM 3110-46. Please be advised that NTEU plans to fully negotiate all impact and implementation issues, including mitigation strategies, for any RIF proposed by the OCC.

Based on the requirements of Article 38, any actions by the OCC in furtherance of the OMB and OPM guidance and instructions discussed above, without providing notice to NTEU or affording it the opportunity to negotiate over any RIF, violate Article 38 of the parties' Collective Bargaining Agreement. The failure to adhere to the contractual requirements of Article 38 would also constitute a repudiation of the Article and an unfair labor practice under the Federal Service Labor-Management Relations Statute.

Again, I ask that you please confirm as soon as possible the OCC's commitment to follow its lawful obligations under Article 38 and the statute.

Sincerely,



Doreen P. Greenwald
National President

cc: Terry Scott, NTEU
Dan Kaspar, NTEU
Ken Moffett, NTEU
Steve Keller, NTEU