JASON SMITH
MISSOURI,
CHAIRMAN

MATT MEYER, STAFF DIRECTOR
(202) 225–3625

RICHARD E. NEAL
MASSACHUSETTS,
RANKING MEMBER

BRANDON CASEY, STAFF DIRECTOR
(202) 225–4021

U.S. House of Representatives

COMMITTEE ON WAYS AND MEANS
1139 Longworth House Office Building
Washington, DC 20515

August 21, 2026

The Honorable Frank J. Bisignano
Chief Executive Officer
Internal Revenue Service
1111Constitution Avenue, NW
Washington, DC 20224

Dear CEO Bisignano,

I write today to follow up on your March 4, 2026, testimony before the Committee on Ways and Means (Committee) regarding the Administration's attempt to unilaterally end the collective bargaining agreement between the Internal Revenue Service (IRS) and the National Treasury Employees Union (NTEU). For nearly 90 years (since 1938), the NTEU, or its predecessor, has protected the rights of hundreds of thousands of federal employees to negotiate, take legal action, and advocate for themselves. I continue to stand by my statement that the Trump Administration cannot unilaterally take away the hard-fought rights of IRS employees to unionize.

During the hearing, you testified that IRS employees "are losing nothing" without the collective bargaining agreement because federal employees receive their pay and benefits through statutes and under law. You testified that "their benefits is under statute" and that "their time off is under statute." However, I understand that actions taken since termination of the agreement contradict this testimony. I understand, for example, that the IRS has canceled telework and alternative work schedules, forced involuntary relocations and details on employees, delayed reasonable accommodations and Family and Medical Leave Act (FMLA) requests, canceled pending requests for advancements of sick or annual leave across the board regardless of merit, and changed how it evaluates performance and allocates overtime in unfair and arbitrary ways.

These actions raise serious concerns about your testimony and this Administration's attempt to unlawfully terminate the collective bargaining agreement with NTEU by trampling on the rights of unionized employees. Given these concerns, please provide written answers to the following questions by Friday, September 4, 2026:

1. When did the IRS decide to take the actions described above? Were any of those decisions made—even if not implemented—before your March 4, 2026, testimony to the Committee? Please specify who authorized each action and provide all documentation involving the change in policy.

2. How many workplace policies have been revised, suspended, or eliminated since the purported termination of the collective bargaining agreement with NTEU? Please provide a full list of workplace policies that have been revised, suspended, or eliminated since the purported termination. For each policy, please identify the date on which the decision to revise, suspend, or eliminate the policy was reached, and, separately, when it was announced. Please also identify the legal authority under which each of these actions was taken, specify who authorized such action, and provide all documentation involving the change in policy.

3. What steps is the IRS taking to ensure timely processing of reasonable accommodation and FMLA requests?

4. What criteria is the IRS using to determine employee relocations, telework eligibility, and access to alternative work schedules?

5. What personnel actions, plans, or changes is the IRS considering for divisions and offices that regularly interact with the Committee, such as the Office of Legislative Affairs, before the start of the next Congress? Please specify whether any of the above described actions are being considered, the number of employees potentially affected, and when the decision was made to take such actions.

I look forward to receiving your response. Thank you, in advance, for your attention to this urgent matter.

Sincerely,

The Honorable Richard E. Neal
Ranking Member