

Retirement

The Board has held that a notice of retirement, like a resignation, may not be withdrawn by an employee without the consent of the appointing authority. In both cases, the employer must take action to either replace the departing employee or reorganize the work force to eliminate the position the employee held. The Board concluded that a ruling allowing an employee to withdraw a retirement notice without the employer's approval "would be unfair to the employer who operated under the assumption (the employee) was leaving and had to plan accordingly."¹ An employee's efforts to rescind a retirement can be accepted or rejected by the employer at its discretion.²

¹ Grievance of Baron, 8 VLRB 57 (1985).

² Id.