

## **Robinson, Ashaki**

---

**From:** LaborRelations  
**Sent:** Tuesday, August 19, 2025 8:25 PM  
**To:** Robinson, Ashaki  
**Cc:** Carter, Cynthia F; Biggs, Monique S; Zimber, Tobey J; Mclennon, Christopher R; Hernandez, Alejandro; Michalski, Lori A; Cowan Jr., Chad  
**Subject:** RE: AFGE Local 476 Information Request - Final Notice

Good afternoon, AFGE 476,

This email serves to address allegations you have made that the Agency failed to provide requested information the Union requires to fulfil their representational roles. Each allegation is addressed below.

Allegation #1: The Union alleges the Agency failed to provide the Union with the requested office symbol (or equivalent) to identify organizational alignment.

The Union's RFI dated July 22, 2025, specifically requested "Code/organization or office symbol." On August 8, 2025, the Agency provided the Union with the requested list which included each employee's Organizational Code. Therefore, the Agency provided the Union with exactly the information requested. On August 12, the Union attempted to clarify what was being requested by stating, "Omission of Requested Office Symbols The provided "organizational code" is not equivalent to the requested "office symbol," impairing the Union's ability to determine reporting structure and functional alignment." The Union attempted to frame this message as the Agency omitted certain information, however, it was clear the Union requested the "Code/organization or Office Symbol." If the Union specifically wanted the "office symbol," the Union should have removed the word "or" from the request and should have specified what exactly was needed. Failure on the Union's part to accurately articulate what information was being requested for what purpose, does not equate to the Agency failing or refusing to provide information. In order to respond to the Union's request for the employee's "office symbol," the Agency does not maintain a list or other repository of office symbols. As such, documents do not exist.

Allegation #2: The Union alleges the Agency failed to provide a "Location-specific identifier to distinguish LA DEC, Washington Field Office, and HQ."

The Union specifically requested the employee's "duty station." This data set is normally and previously understood to be the BUE's assigned city and state and has never been challenged by any other Union receiving this information. Therefore, providing city and state has been a reasonable response to answer the information required under CBA 14.06(2). However, with the Union's clarification, the Agency can see the Union's particularized need for the duty location broken down by assigned office location in order to delineate BUEs assigned to the Headquarters building and those assigned to the Washington D.C. Field Office. For the BUEs assigned to the LA DEC, the Union may sort the data in column M to find employees assigned in California. For the differentiation between HQ and DC Field office, we will work to gather this information and get it to you as soon as possible.

Allegation #3: The Union alleges the Agency failed to certify the data is current as of July 22, 2025.

There is no specified legal, regulatory, or contractual obligation to certify to the Union the date of the data provided, as knowingly providing substantially outdated information would likely result in the Agency committing an Unfair Labor Practice. As such, the Union can be assured the Agency provides up to date information in response to requests under CBA 14.06 as well as other requests for information. Therefore, the Union can take this email and the August 8, 2025 Agency response as certification of the data being current.

Allegation #4: The Union alleges the Agency failed to confirm the information was complete.

As with the date above, it should be assumed the data provided under the contract or as a response to an RFI to be complete. Otherwise the Agency would have likely also committed an Unfair Labor Practice by knowingly providing incomplete information to the Union. Therefore, the Union can take this email and the August 8, 2025 Agency response as confirmation that the information is as complete as possible given any system limitations or unknown data errors.

Respectfully,  
HUD Labor Relations Branch

---

**From:** Robinson, Ashaki <Ashaki.Robinson@hud.gov>  
**Sent:** Tuesday, August 19, 2025 1:39 PM  
**To:** LaborRelations <LaborRelations@hud.gov>  
**Cc:** Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Biggs, Monique S <Monique.S.Biggs@hud.gov>; Zimber, Tobey J <Tobey.J.Zimber@hud.gov>; Mclennon, Christopher R <Christopher.R.Mclennon@hud.gov>; Raymond, Daniel P <Daniel.P.Raymond@hud.gov>; Hernandez, Alejandro <Alejandro.Hernandez@hud.gov>; Michalski, Lori A <Lori.A.Michalski@hud.gov>; Cowan Jr., Chad <Charles.D.CowanJr@hud.gov>  
**Subject:** AFGE Local 476 Information Request - Final Notice

See attached



**Ashaki Robinson, PhD**

AFGE Local 476

President

**Phone:** 202-402-7545

**Email:**

[ashaki.robinson@hud.gov](mailto:ashaki.robinson@hud.gov)

451 7<sup>th</sup> St. SW Suite 3142

Washington, DC 20410

[www.afge476.org](http://www.afge476.org)

---

**From:** Robinson, Ashaki  
**Sent:** Wednesday, August 13, 2025 2:45 PM

**To:** LaborRelations <LaborRelations@hud.gov>  
**Cc:** Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Biggs, Monique S <Monique.S.Biggs@hud.gov>;  
 Zimber, Tobey J <Tobey.J.Zimber@hud.gov>; Mclennon, Christopher R  
 <Christopher.R.Mclennon@hud.gov>  
**Subject:** RE: AFGE Local 476 Rebuttal to Agency 7114(b) Response

See attached Union response.



**Ashaki Robinson, PhD**

AFGE Local 476  
 President  
**Phone:** 202-402-7545  
**Email:**  
[ashaki.robinson@hud.gov](mailto:ashaki.robinson@hud.gov)  
 451 7<sup>th</sup> St. SW Suite 3142  
 Washington, DC 20410  
[www.afge476.org](http://www.afge476.org)

**From:** LaborRelations <LaborRelations@hud.gov>  
**Sent:** Tuesday, August 12, 2025 5:42 PM  
**To:** Robinson, Ashaki <Ashaki.Robinson@hud.gov>  
**Cc:** Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Biggs, Monique S <Monique.S.Biggs@hud.gov>;  
 Zimber, Tobey J <Tobey.J.Zimber@hud.gov>; Mclennon, Christopher R  
 <Christopher.R.Mclennon@hud.gov>  
**Subject:** RE: AFGE Local 476 Rebuttal to Agency 7114(b) Response

Good afternoon, AFGE 476,  
 In reviewing your memo, it is unclear what information you are claiming was omitted in the Agency’s response.  
 To help outline what you requested and what was provided, please see additional clarity below:

<u>Union Request</u>	<u>Agency</u>
<u>Response</u>	
1. Full Name (Also covered in Section 14.06(2)(a)).....	Excel
Spreadsheet Column A labeled as “Employee Name”	
2. Bargaining Unit Status.....	Excel
Spreadsheet Column L labeled as “Bargaining Unit Status”	
3. Code/organization or office symbol (Also covered in Section 14.06(2)(g)).....	Excel
Spreadsheet Column I labeled as “Organizational Code”	
4. Official Position Title (Also covered in Section 14.06(2)(c)).....	Excel
Spreadsheet Column C labeled as “Position Title”	
5. Pay plan, Occupational Series, and Grade (Also covered in Section 14.06(2)(d)).....	Excel
Spreadsheet Columns D, E, F labeled as “Pay Plan, Series, Grade”	

6. Duty station.....Excel Spreadsheet Column M labeled as “Duty Station”

In addition to what the Union requested in the RFI, the Agency provided all of the information required under AFGE CBA Section 14.06(2).

The additional information provided under 14.06(2) was (b) Working Title, (e) Salary, (f) Work Schedule, (g) Position Number, (h) Last Personnel Action.

If there is something still missing, please let us know.

Respectfully,  
HUD Labor Relations Branch

---

**From:** Robinson, Ashaki <Ashaki.Robinson@hud.gov>  
**Sent:** Tuesday, August 12, 2025 8:27 AM  
**To:** LaborRelations <LaborRelations@hud.gov>  
**Cc:** Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Biggs, Monique S <Monique.S.Biggs@hud.gov>; Zimber, Tobey J <Tobey.J.Zimber@hud.gov>; Mclennon, Christopher R <Christopher.R.Mclennon@hud.gov>; Hernandez, Alejandro <Alejandro.Hernandez@hud.gov>; Raymond, Daniel P <Daniel.P.Raymond@hud.gov>  
**Subject:** AFGE Local 476 Rebuttal to Agency 7114(b) Response

Please see the Union’s response to the Agency’s August 8, 2025, correspondence.



**Ashaki Robinson, PhD**

AFGE Local 476

President

**Phone:** 202-402-7545

**Email:**

[ashaki.robinson@hud.gov](mailto:ashaki.robinson@hud.gov)

451 7<sup>th</sup> St. SW Suite 3142

Washington, DC 20410

[www.afge476.org](http://www.afge476.org)

---

**From:** LaborRelations <LaborRelations@hud.gov>  
**Sent:** Friday, August 8, 2025 5:57 PM  
**To:** Robinson, Ashaki <Ashaki.Robinson@hud.gov>  
**Cc:** Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Biggs, Monique S <Monique.S.Biggs@hud.gov>; Zimber, Tobey J <Tobey.J.Zimber@hud.gov>; Mclennon, Christopher R

<Christopher.R.Mclennon@hud.gov>; Hernandez, Alejandro <Alejandro.Hernandez@hud.gov>  
**Subject:** RE: AFGE Local 476 7114(b) Information Request - Bargaining Unit List

Greetings, AFGE 476,

Please see attached response and information. Please let us know if you find any discrepancies in the data and we will work to address them.

Respectfully,  
HUD Labor Relations Branch

---

**From:** Robinson, Ashaki <Ashaki.Robinson@hud.gov>  
**Sent:** Thursday, August 7, 2025 3:55 PM  
**To:** Hernandez, Alejandro <Alejandro.Hernandez@hud.gov>  
**Cc:** Raymond, Daniel P <Daniel.P.Raymond@hud.gov>; LaborRelations <LaborRelations@hud.gov>; Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Biggs, Monique S <Monique.S.Biggs@hud.gov>; Kimber, Tobey J <Tobey.J.Kimber@hud.gov>  
**Subject:** RE: AFGE Local 476 7114(b) Information Request - Bargaining Unit List

Alejandro,

Please note that the Union's 7114(b) information request was sent directly to both you and Daniel Raymond on **July 22, 2025**. As of today—**over two weeks later**—until today the Union had not received a single acknowledgement or substantive response to the request. This is an unacceptable lapse in the Agency's obligation under 5 U.S.C. § 7114(b)(4), and it directly undermines the Union's ability to represent bargaining unit employees.

Please provide the **specific date** by which the Agency will fulfill this statutory request. While I appreciate your intention to ensure a response, I must emphasize that the **statutory timeline began 16 days ago**, not today.

Going forward, I will continue to **copy you on follow-up communications** where Mr. Raymond fails to respond whether that is via his work email or correspondence from the generic email pseudonym. Transparency and accountability are necessary to ensure compliance with both the **Collective Bargaining Agreement (CBA)** and statutory requirements. I am encouraging my team to use **all available avenues** to hold the Agency to its obligations.

This request is neither complex nor ambiguous. The delay not only violates the letter and spirit of the law but also suggests a troubling pattern of disregard for our legally protected right to information. Should this continue, the Union will have no choice but to pursue all appropriate legal and administrative remedies.

We look forward to a timely and complete response.



**Ashaki Robinson, PhD**

AFGE Local 476

President

**Phone:** 202-402-7545

**Email:**

[ashaki.robinson@hud.gov](mailto:ashaki.robinson@hud.gov)

451 7<sup>th</sup> St. SW Suite 3142

Washington, DC 20410

[www.afge476.org](http://www.afge476.org)

---

**From:** Hernandez, Alejandro <[Alejandro.Hernandez@hud.gov](mailto:Alejandro.Hernandez@hud.gov)>

**Sent:** Thursday, August 7, 2025 4:44 PM

**To:** Robinson, Ashaki <[Ashaki.Robinson@hud.gov](mailto:Ashaki.Robinson@hud.gov)>

**Cc:** Raymond, Daniel P <[Daniel.P.Raymond@hud.gov](mailto:Daniel.P.Raymond@hud.gov)>; LaborRelations <[LaborRelations@hud.gov](mailto:LaborRelations@hud.gov)>; Carter, Cynthia F <[Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov)>; Biggs, Monique S <[Monique.S.Biggs@hud.gov](mailto:Monique.S.Biggs@hud.gov)>; Zimber, Tobey J <[Tobey.J.Zimber@hud.gov](mailto:Tobey.J.Zimber@hud.gov)>

**Subject:** RE: AFGE Local 476 7114(b) Information Request - Bargaining Unit List

Hello Ashaki,

Thank you so much for your email. I will ensure this is followed through with and responded to.

Thank you for encouraging your team to submit all other labor relations requests/queries to [LaborRelations@hud.gov](mailto:LaborRelations@hud.gov) ; that mailbox is monitored daily to ensure timely responses.

Take care,



**Alejandro Hernandez**  
Director  
Safe Workplace Programs  
Employee and Labor Relations  
Anti-Harassment Program  
Office of the Chief Human



Capital Officer  
(OCHCO)  
305-520-5062

✉ [Alejandro.Hernandez@hud.gov](mailto:Alejandro.Hernandez@hud.gov)

**Anti-harassment Intakes:**

[AHP@hud.gov](mailto:AHP@hud.gov)

[AHP Mission and Team](#)

[AHP Policy](#)

[Harassment Defined](#)

**Confidentiality Notice:** This email is only intended for the person(s) to whom it is addressed and may contain confidential information. If you have received this email in error, please notify us immediately by reply email and then delete this message from your system. Please do not copy it or use it for any other purposes, or disclose its contents to any person.

---

**From:** Robinson, Ashaki <[Ashaki.Robinson@hud.gov](mailto:Ashaki.Robinson@hud.gov)>

**Sent:** Thursday, August 7, 2025 2:54 PM

**To:** Hernandez, Alejandro <[Alejandro.Hernandez@hud.gov](mailto:Alejandro.Hernandez@hud.gov)>

**Cc:** Raymond, Daniel P <[Daniel.P.Raymond@hud.gov](mailto:Daniel.P.Raymond@hud.gov)>; LaborRelations <[LaborRelations@hud.gov](mailto:LaborRelations@hud.gov)>; Carter, Cynthia F <[Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov)>; Biggs, Monique S <[Monique.S.Biggs@hud.gov](mailto:Monique.S.Biggs@hud.gov)>; Zimmer, Tobey J <[Tobey.J.Zimmer@hud.gov](mailto:Tobey.J.Zimmer@hud.gov)>

**Subject:** FW: AFGE Local 476 7114(b) Information Request - Bargaining Unit List

Good afternoon Alejandro,

The Union sent this information request on Tuesday July 22, 2025. To date the Agency has not responded to the email nor fulfilled its statutory obligation.

Please advise.



**Ashaki Robinson, PhD**

AFGE Local 476

President

**Phone:** 202-402-7545

**Email:**

[ashaki.robinson@hud.gov](mailto:ashaki.robinson@hud.gov)

451 7<sup>th</sup> St. SW Suite 3142  
Washington, DC 20410

[www.afge476.org](http://www.afge476.org)

---

**From:** Robinson, Ashaki

**Sent:** Tuesday, July 22, 2025 4:55 PM

**To:** Raymond, Daniel P <[Daniel.P.Raymond@hud.gov](mailto:Daniel.P.Raymond@hud.gov)>

**Cc:** Zimmer, Tobey J <[Tobey.J.Zimmer@hud.gov](mailto:Tobey.J.Zimmer@hud.gov)>; Carter, Cynthia F <[Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov)>; Biggs,

Monique S <[Monique.S.Biggs@hud.gov](mailto:Monique.S.Biggs@hud.gov)>; Mclennon, Christopher R

<[Christopher.R.Mclennon@hud.gov](mailto:Christopher.R.Mclennon@hud.gov)>; Hernandez, Alejandro <[Alejandro.Hernandez@hud.gov](mailto:Alejandro.Hernandez@hud.gov)>

**Subject:** AFGE Local 476 7114(b) Information Request - Bargaining Unit List

Please see attached.



**Ashaki Robinson, PhD**

AFGE Local 476

President

**Phone:** 202-402-7545

**Email:**

[ashaki.robinson@hud.gov](mailto:ashaki.robinson@hud.gov)

451 7<sup>th</sup> St. SW Suite 3142

Washington, DC 20410

[www.afge476.org](http://www.afge476.org)