

Horton, Kimberly A

From: Robinson, Ashaki
Sent: Friday, September 5, 2025 11:20 AM
To: Secretary Turner; LaborRelations
Cc: Gaines, Antonio; Carter, Cynthia F; Horton, Kimberly A; Shahriar, Sajid A; Raymond, Daniel P
Subject: AFGE Council 222 Submission of ULP Grievance – Repudiation of Articles 4, 12, and 49
Attachments: AFGE Council 222 GOP - Continuing Repudiation of CBA Final.pdf; Exhibit 1 - PIH All Hands Notice (August 20, 2025).pdf; Exhibit 2 - CPD All Hands Notice (August 20, 2025).pdf; Exhibit 3 - OA Town Hall Notice (May 29, 2025) - Flawed Notice.pdf; Exhibit 4 AFGE Council 222 Delegation of Authority (July 22, 2025).pdf; Exhibit 5 Omission of Dr. Robinson from Article 4 Distribution (August 22, 2025).pdf; Exhibit 6 Article 12 Failure to Notify (August 25, 2025).pdf; Exhibit 7 Article 49 Notification - Nashville FO (July 17, 2025).pdf; Exhibit 8 Article 49 Notification - Birmingham FO.pdf; Exhibit 9 Article 49 Notification - Puerto Rico (May 23, 2025).pdf; Exhibit 10 HQ to Field Voluntary Reassignment Email (May 27, 2025).pdf; Exhibit 11 Courtesy Notice - BU Private Office Move (May 23, 2025).pdf; Exhibit 12 - OGC Directed Reassignment - M. Bailey (August 12, 2025).pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Secretary Turner,

On behalf of AFGE Council 222 and AFGE Local 476, attached please find the Union’s Grievance of the Parties: HUD’s Continuing Repudiation of Articles 4, 12, and 49 of the HUD-AFGE Collective Bargaining Agreement, along with supporting exhibits.

This grievance documents HUDs deliberate and continuing refusal to honor contractual obligations and statutory duties under the Federal Service Labor-Management Relations Statute. Specifically, the Agency has:

- Excluded the Union from formal discussions, despite Article 4 and § 7114(a)(2)(A);
- Withheld notice and documentation of disciplinary actions and administrative leave, in violation of Articles 12.06 and 12.07 and § 7114(b)(4); and
- Denied or inconsistently applied Article 49 notice obligations for workstation moves and reassignments.

As detailed in the grievance, HUD has adopted these positions as standing policy, amounting to a repudiation of the Collective Bargaining Agreement and a continuing violation of law. The remedy sought is tailored to restore the status quo ante, prevent recurrence, and protect employees’ rights.

Please confirm receipt of this filing. The Union is not requesting a meeting to discuss the grievance. Pursuant to Article 51, if no resolution is issued within 30 days, the Union will proceed to arbitration.



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