

## Robinson, Ashaki

---

**From:** Robinson, Ashaki  
**Sent:** Tuesday, July 22, 2025 10:13 AM  
**To:** afgelocal476grievance@gmail.com  
**Subject:** Courtesy Notice - Private Office Move CBA 57.04(3)(b)

---

**From:** Raymond, Daniel P <Daniel.P.Raymond@hud.gov>  
**Sent:** Friday, May 23, 2025 2:25 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>; Werner, Gabriel R <Gabriel.R.Werner@hud.gov>; Yu, Jill S <Jill.S.Yu@hud.gov>; Griffin, Darlene O <darlene.o.griffin@hud.gov>; Akman, Joseph E <Joseph.E.Akman@hud.gov>; Ausen, Jason W <Jason.W.Ausen@hud.gov>; Mclennon, Christopher R <Christopher.R.Mclennon@hud.gov>; Griffin, Angela L <Angela.L.Griffin@hud.gov>; Zimber, Tobey J <Tobey.J.Zimber@hud.gov>; Boucher, Anthony A <Anthony.A.Boucher@hud.gov>; Bailey, Michael I <Michael.I.Bailey@hud.gov>; Miller, Troynicia <Troynicia.Miller@hud.gov>; Powell, Dara <Dara.A.Powell@hud.gov>; Mattox, Everard B <everard.b.mattox@hud.gov>; Zimber, Tobey J <Tobey.J.Zimber@hud.gov>  
**Subject:** RE: Courtesy Notice - Private Office Move CBA 57.04(3)(b)

Good afternoon Ashaki,

There appears to be a misunderstanding on a few items here.

Firstly, Mr. Werner is authorized a private office if one is available, not entitled to one. I want to make sure we're using the correct terminology.

Secondly, Management has not initiated or directed this move upon Mr. Werner. As Mr. Werner voluntarily requested to move to this vacant private office, management has not changed, and is not changing his conditions of employment by changing any "personnel policies, practices, and matters, whether established by rule, regulation, or otherwise, affecting working conditions." (See 5 U.S.C. § 7103(a)(14)) Further, Management is not required to bargain over changes initiated or requested by employees.

Since Management has not initiated a change to Mr. Werner's conditions of employment, CBA Article 49 does not apply and the Agency does not have to provide the Union an opportunity to bargain.

Therefore, Mr. Werner may move into this private office as soon as it is ready for occupancy.

Dan Raymond  
Acting Deputy Director  
Labor Relations Branch Chief  
Employee and Labor Relations Division  
Office of the Chief Human Capital Officer  
U.S. Department of Housing and Urban Development

Gov Cell: (202) 706-8345  
[Daniel.p.raymond@hud.gov](mailto:Daniel.p.raymond@hud.gov)



---

**From:** Robinson, Ashaki <[Ashaki.Robinson@hud.gov](mailto:Ashaki.Robinson@hud.gov)>  
**Sent:** Wednesday, May 21, 2025 8:05 AM  
**To:** Raymond, Daniel P <[Daniel.P.Raymond@hud.gov](mailto:Daniel.P.Raymond@hud.gov)>  
**Cc:** 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)>; Werner, Gabriel R <[Gabriel.R.Werner@hud.gov](mailto:Gabriel.R.Werner@hud.gov)>; Yu, Jill S <[Jill.S.Yu@hud.gov](mailto:Jill.S.Yu@hud.gov)>; Griffin, Darlene O <[darlene.o.griffin@hud.gov](mailto:darlene.o.griffin@hud.gov)>; Akman, Joseph E <[Joseph.E.Akman@hud.gov](mailto:Joseph.E.Akman@hud.gov)>; Ausen, Jason W <[Jason.W.Ausen@hud.gov](mailto:Jason.W.Ausen@hud.gov)>; Mclennon, Christopher R <[Christopher.R.Mclennon@hud.gov](mailto:Christopher.R.Mclennon@hud.gov)>; Griffin, Angela L <[Angela.L.Griffin@hud.gov](mailto:Angela.L.Griffin@hud.gov)>; Zimber, Tobey J <[Tobey.J.Zimber@hud.gov](mailto:Tobey.J.Zimber@hud.gov)>; Boucher, Anthony A <[Anthony.A.Boucher@hud.gov](mailto:Anthony.A.Boucher@hud.gov)>; Bailey, Michael I <[Michael.I.Bailey@hud.gov](mailto:Michael.I.Bailey@hud.gov)>; Miller, Troynicia <[Troynicia.Miller@hud.gov](mailto:Troynicia.Miller@hud.gov)>; Powell, Dara <[Dara.A.Powell@hud.gov](mailto:Dara.A.Powell@hud.gov)>; Mattox, Everard B <[everard.b.mattox@hud.gov](mailto:everard.b.mattox@hud.gov)>; Zimber, Tobey J <[Tobey.J.Zimber@hud.gov](mailto:Tobey.J.Zimber@hud.gov)>  
**Subject:** RE: Courtesy Notice - Private Office Move CBA 57.04(3)(b)

Good morning Dan,

As you yourself acknowledged, the employee is entitled to the space in question under both HUD Handbook 2200.1 and Section 57.04(3)(b) of the Collective Bargaining Agreement (CBA).

Now that the Union is demanding adherence to the very policy you cited, your position has conveniently shifted. Let's be honest—this reversal is as transparent as it is unacceptable.

Let me remind you: no future FHEO supervisor—who has yet to be named or hired—has any authority to alter this employee's current office assignment or rights under the CBA.

I've copied the Administrative Officers for OGC and FHEO to ensure full situational awareness and to provide an opportunity for their comment.

To be absolutely clear, you do *not* have the authority to disregard the CBA. Article 49 requires Union notification for *all* employee moves, whether voluntary or involuntary. This provision has been in place since the 1989 agreement and was reaffirmed in 2015. It remains binding and enforceable.

Your recent conduct—attempting to circumvent the process—is a direct violation and will not be tolerated. If this pattern of petty, retaliatory behavior continues, I will escalate this to Lori and Chad. The Union will not allow you to sidestep responsibilities that are clearly spelled out in our negotiated agreement.

If you would like to discuss this further, I'm available for a Teams meeting. But let's be clear: your actions thus far have reflected poor judgment and a disregard for both policy and professionalism and I'm unsure if it will be a fruitful meeting.

The Union expects full compliance with Article 49 regarding this move.

Stop trying to cut corners.

Do your job.



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

**Sent:** Tuesday, May 20, 2025 5:57 PM

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

**Cc:** 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)>; Werner, Gabriel R <[Gabriel.R.Werner@hud.gov](mailto:Gabriel.R.Werner@hud.gov)>; Yu, Jill S <[Jill.S.Yu@hud.gov](mailto:Jill.S.Yu@hud.gov)>; Griffin, Darlene O <[darlene.o.griffin@hud.gov](mailto:darlene.o.griffin@hud.gov)>; Akman, Joseph E <[Joseph.E.Akman@hud.gov](mailto:Joseph.E.Akman@hud.gov)>; Ausen, Jason W <[Jason.W.Ausen@hud.gov](mailto:Jason.W.Ausen@hud.gov)>; Mclennon, Christopher R <[Christopher.R.Mclennon@hud.gov](mailto:Christopher.R.Mclennon@hud.gov)>; Griffin, Angela L <[Angela.L.Griffin@hud.gov](mailto:Angela.L.Griffin@hud.gov)>; Zimber, Tobey J <[Tobey.J.Zimber@hud.gov](mailto:Tobey.J.Zimber@hud.gov)>; Boucher, Anthony A <[Anthony.A.Boucher@hud.gov](mailto:Anthony.A.Boucher@hud.gov)>; Bailey, Michael I <[Michael.I.Bailey@hud.gov](mailto:Michael.I.Bailey@hud.gov)>; Miller, Troynicia <[Troynicia.Miller@hud.gov](mailto:Troynicia.Miller@hud.gov)>

**Subject:** RE: Courtesy Notice - Private Office Move CBA 57.04(3)(b)

Good afternoon, AFGE 476,

Upon further discussion, due to the voluntary nature of Mr. Werner's request to move and the Union's demand to offer bargaining of the voluntary move, Management has decided to rescind the offer to move Mr. Werner into the vacant office and retain the office for a future FHEO supervisor. Should Mr. Werner need to utilize a private office space for communications of a private or confidential nature, he may consult with his supervisor to coordinate use this private office or other available private space.

Best,  
Dan

Dan Raymond  
Acting Deputy Director  
Labor Relations Branch Chief  
Employee and Labor Relations Division  
Office of the Chief Human Capital Officer  
U.S. Department of Housing and Urban Development  
Gov Cell: (202) 706-8345  
[Daniel.p.raymond@hud.gov](mailto:Daniel.p.raymond@hud.gov)



---

**From:** Raymond, Daniel P <[Daniel.P.Raymond@hud.gov](mailto:Daniel.P.Raymond@hud.gov)>  
**Sent:** Friday, May 16, 2025 7:41 AM  
**To:** Robinson, Ashaki <[Ashaki.Robinson@hud.gov](mailto:Ashaki.Robinson@hud.gov)>  
**Cc:** Carter, Cynthia F <[Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov)>; Yu, Jill S <[Jill.S.Yu@hud.gov](mailto:Jill.S.Yu@hud.gov)>; Griffin, Darlene O <[darlene.o.griffin@hud.gov](mailto:darlene.o.griffin@hud.gov)>; Akman, Joseph E <[Joseph.E.Akman@hud.gov](mailto:Joseph.E.Akman@hud.gov)>; Ausen, Jason W <[Jason.W.Ausen@hud.gov](mailto:Jason.W.Ausen@hud.gov)>  
**Subject:** Re: Courtesy Notice - Private Office Move CBA 57.04(3)(b)

Acknowledged. I'll consult with the program office to see if they still want to proceed.

Get [Outlook for iOS](#)

---

**From:** Robinson, Ashaki <[Ashaki.Robinson@hud.gov](mailto:Ashaki.Robinson@hud.gov)>  
**Sent:** Friday, May 16, 2025 7:24:31 AM  
**To:** Raymond, Daniel P <[Daniel.P.Raymond@hud.gov](mailto:Daniel.P.Raymond@hud.gov)>  
**Cc:** Carter, Cynthia F <[Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov)>; Yu, Jill S <[Jill.S.Yu@hud.gov](mailto:Jill.S.Yu@hud.gov)>; Griffin, Darlene O <[darlene.o.griffin@hud.gov](mailto:darlene.o.griffin@hud.gov)>; Akman, Joseph E <[Joseph.E.Akman@hud.gov](mailto:Joseph.E.Akman@hud.gov)>; Ausen, Jason W <[Jason.W.Ausen@hud.gov](mailto:Jason.W.Ausen@hud.gov)>  
**Subject:** Re: Courtesy Notice - Private Office Move CBA 57.04(3)(b)

Good morning Dan,

This is not a courtesy notice. It is required under the collective bargaining agreement. Please provide all of the information required under Article 49 or rescind until you can provide.

---

**From:** Raymond, Daniel P <[Daniel.P.Raymond@hud.gov](mailto:Daniel.P.Raymond@hud.gov)>  
**Sent:** Thursday, May 15, 2025 3:05:52 PM  
**To:** Robinson, Ashaki <[Ashaki.Robinson@hud.gov](mailto:Ashaki.Robinson@hud.gov)>

**Cc:** Carter, Cynthia F <[Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov)>; Yu, Jill S <[Jill.S.Yu@hud.gov](mailto:Jill.S.Yu@hud.gov)>; Griffin, Darlene O <[darlene.o.griffin@hud.gov](mailto:darlene.o.griffin@hud.gov)>; Akman, Joseph E <[Joseph.E.Akman@hud.gov](mailto:Joseph.E.Akman@hud.gov)>; Ausen, Jason W <[Jason.W.Ausen@hud.gov](mailto:Jason.W.Ausen@hud.gov)>

**Subject:** Courtesy Notice - Private Office Move CBA 57.04(3)(b)

Good afternoon, AFGE 476,

We have been notified by the Washington D.C. Field Office leadership that a private office has become vacant. Now that the private office space has become available, management has decided to use that private office to move Mr. Gabriel Werner, BUE Attorney Advisor, from his current workstation into the private office effective immediately. Under HUD Handbook 2200.1 and CBA Section 57.04(3)(b), Mr. Werner is authorized to have a private office but the D.C. Field Office has not had a private office available until now.

The Administrative Office has boxes for him to use should he need, and can coordinate assistance for any heavy items should he need.

Please let me know if you have any questions.

Dan Raymond  
Employee and Labor Relations Division  
Office of the Chief Human Capital Officer  
U.S. Department of Housing and Urban Development  
Gov Cell: (202) 706-8345  
[Daniel.p.raymond@hud.gov](mailto:Daniel.p.raymond@hud.gov)

