National Council of HUD Locals
American Federation of Government Employees
Affiliated with AFL-CIO
Council 222 P.O. BOX 9762 ALEXANDRIA, VA 22304

AFGE HUD COUNCIL 222 — GRIEVANCE OF THE PARTIES

DATE: November 5, 2026

TO: Daniel Raymond, Labor Relations, OCHCO, U.S. Department of HUD

FROM: Dr. Ashaki Robinson, President, AFGE HUD Council 222 /s/

SUBJECT: Grievance of the Parties — FY2027 Single-Family Quality Assurance Division (QAD) notice, Union participation, and inconsistent email practices

AFGE HUD Council 222 (the "Council") alleges that the U.S. Department of Housing and Urban Development (the "Agency") proceeded with FY2027 QAD performance planning despite notice that its Union contact information was outdated. The Agency did not provide all designated representatives notice and a meaningful opportunity to participate. To remedy the alleged notice-and-participation failure, the Council seeks corrected notice, a compliant supplemental process before finalization, preservation of the status quo to the extent authorized, and production of records relevant to the Agency's notice and external-address practices.

Facts and Chronology

1. On October 21–22, 2026, Deputy Director Derek Taylor circulated draft FY2027 QAD performance elements and a related position description concerning bargaining-unit employees and proposed changes to performance standards. He also attempted to notify Union officials of employee performance-planning meetings. The email notice contained a distribution table identifying Union officials. The Council alleges that the proposed changes required formal notice to the officials identified in that table. [Exhibits A, B, D]
2. On October 22, 2026, Local 911 advised Derek Taylor that the Union distribution list was incorrect, that some representatives no longer had HUD email addresses, and that management should obtain current contact information from Labor Relations before coordinating meeting dates. [Exhibit B]
3. Derek Taylor acknowledged that the Union distribution list was outdated. He also indicated that he was not comfortable sending internal HUD documents to Dr. Ashaki Robinson's external Gmail address. As an alternative, he suggested that the Union forward notices itself. [Exhibit B]
4. Later on October 22, 2026, Dr. Ashaki Robinson identified her designated email address, cited Articles 4.04, 4.05, and 30.06, and directed management to use a compliant delivery method rather than withhold notice. Local 911 separately reiterated that responsibility for providing correct notice rested with management, not the Union. [Exhibits B, C]

5. Derek Taylor's October 23, 2026, invitation to the QAD's October 28, 2026, performance meeting omitted Dr. Ashaki Robinson and Cynthia Carter (HQ) and others. It nevertheless included an external Gmail address for Rose Greaux and the external Local 911 .org address. The invitation placed bargaining-unit employees (BUEs) in the "To" field and various Union representatives in the "Cc" field, which the Council contends treated Union notification as optional. [Exhibit D]
6. The proposed FY2027 standards would govern the evaluation of bargaining-unit employees. The draft plan proposes revised performance elements and standards addressing work quality and accountability, timeliness and volume, customer service, personal investment, and technical proficiency. The Council therefore contends that meaningful Union participation in the planning process is material before the standards are finalized or implemented.

Prior Agency Notice and Continuing Notification Violations

The following are separately identified incidents relevant to HUD's knowledge of the notification problems. They are not presented as previously adjudicated violations or as separate, untimely claims for individual relief in this QAD grievance.

June 25, 2025: ELR's Daniel Raymond acknowledged a defective formal-discussion notification and indicated that the notice process would be corrected. This placed ELR on notice of deficiencies in distributing timely, usable Union notices. [Exhibit E-1]

August 20, 2025: Council designation communications identified Union representation concerns; subsequent CPD and PIH meeting notices were forwarded to Dr. Robinson because she had been omitted from the original Union distributions. These incidents involved offices beyond QAD and illustrate the recurring nature of the same recipient problem. [Exhibit E-2]

August 22, 2025: Then-Council President Antonio Gaines intervened with Daniel Raymond concerning Dr. Robinson's repeated exclusion from national Union notices. The Council identifies this intervention as direct evidence that Council leadership—not only Local 476—previously brought the issue to ELR's attention. [Exhibit E-3]

September 5, 2025: Council 222 separately filed a grievance alleging recurring Article 4 notification failures involving multiple HUD offices. The Council references that filing as prior formal notice of its concerns, without requesting readjudication of the grievance. [Exhibit F]

March 10, 2026: Dr. Robinson, as Local 476 President, provided management with a written list of authorized Local officers and designated contact information, including her preferred address; Daniel Raymond was copied. This is relevant as Dr. Robinson's designated contact information was already a known, a disputed issue long before the October QAD notices. [Exhibit E-4]

June 5, 2026: Daniel Raymond's correspondence addressed the Agency-approved address for communications involving employee information and the use of a different address from the one requested by Dr. Robinson. The Council does not allege that every document must be sent unencrypted to a personal account; rather, management must provide an effective, lawful alternative that reaches the designated representatives. [Exhibit E-5]

Contractual Violations and Unfair Labor Practices

1. Article 4, Sections 4.04 and 4.05: The Council alleges failure to notify and recognize its designated representatives as required by the negotiated Union-rights provisions. The precise procedural requirements of these provisions should be applied in conjunction with Article 30.06 and the Agency's designation records.

2. Article 30, Section 30.06(1)(b)(ii)–(iii) requires supervisors and managers to provide information necessary for the Union to engage in full and proper discussions, notify the Union of performance-planning meetings under Article 4, Section 4.04, and provide a meaningful opportunity to participate. Management was expressly informed that its contact information was incorrect. It nevertheless proceeded without two identified representatives who represent a majority of the BUEs. The Council alleges that proceeding despite that notice, and without those representatives, failed to satisfy the Article 30 requirements.

3. Article 30, Section 30.06(3): The Council reserves its local implementation objections to proposed standards that are not specific, measurable, achievable, relevant, and time-bound. Before finalizing or implementing the revised elements, the Agency is obligated to provide the Union a meaningful opportunity to review and discuss them.

4. 5 U.S.C. § 7114(a)(2)(A): Management formally scheduled the October 28, 2026, meeting with bargaining-unit employees to discuss proposed FY2027 performance elements and standards. The Council alleges that the meeting concerned personnel policies or practices and general conditions of employment and therefore qualified as a formal discussion. On that basis, the Council alleges that the Agency was required to afford the Union an opportunity to represent the bargaining-unit employees through its designated representatives.

5. 5 U.S.C. § 7116(a)(1) and (8): After receiving corrections identifying the Union's designated representatives, management omitted the Council President/Headquarters RVP Dr. Ashaki Robinson and AVP Cynthia Carter and directed the Union to forward notices itself. Management also selectively used other external Union addresses. Derek Taylor's stated unwillingness to use Dr. Ashaki Robinson's external address is difficult to reconcile with the use of other external Union addresses. The Council requests that HUD

explain this disparate treatment and identify the approved notice method it will apply consistently.

6. The Council further alleges that the October 2026 notification deficiencies are part of a continuing course of conduct involving the Agency's repeated failure to recognize and notify designated Union representatives. Despite prior intervention by Council leadership, written corrections to Union contact information, and an earlier Council grievance concerning Article 4 violations, management continued practices that deprived designated representatives of timely and meaningful opportunities to participate. These recurring deficiencies demonstrate the need for corrective measures extending beyond the October QAD meeting.

Requested Relief

1. Sustain the grievance and find that the Agency failed to provide the required notification and meaningful Union participation under Article 30.06 and applicable Article 4 provisions.
2. Cease and desist from bypassing the Council's designated Union representatives and substituting management's judgment for the Union's designation of representatives.
3. Direct management to take two corrective actions: issue corrected notices and materials to all designated Union representatives through an authorized, secure delivery method; and coordinate a replacement or supplemental meeting before the QAD standards are finalized.
4. Preserve the status quo as to the disputed QAD planning process until the required notice, discussion, and employee-review opportunities are afforded, to the extent consistent with the contract, governing law and regulation. Hold implementation in abeyance until the Agency satisfies its contractual and statutory bargaining obligations.
5. Produce the applicable distribution/designation lists, communications with Labor Relations, email security/encryption guidance, reasonably available delivery or encryption audit records, and any documented rationale for treating external Union recipients differently. Production is subject to lawful privacy safeguards.
6. Reimbursement of the $100 FMCS arbitration panel request fee. Council 222 contends that the Agency's repeated errors, without meaningful efforts to resolve documented contractual violations, undermine the negotiated grievance process, unnecessarily delay resolution, and impose avoidable costs on the Union. Reimbursement is requested to the extent authorized by the collective bargaining agreement and applicable law.
7. Require Employee and Labor Relations to maintain and consistently use the Council's designated Union contact lists, ensure that all appropriate Council, Local, and regional representatives receive complete and timely notification, and provide written instructions to management concerning its contractual notification responsibilities.
8. Require the Agency to issue and electronically post a written notice to bargaining unit employees and designated Union representatives in all affected offices and regions,

acknowledging the violations established through this grievance; and affirming that management will cease and desist from failing to provide proper notice and meaningful opportunities for Union participation. The posting shall be no less than 60 days.

The Council requests written acknowledgment of this grievance and identification of the authorized Agency respondent and/or deciding official. No grievance-resolution meeting is sought in this matter.

This grievance concerns proper notice and Union participation in the FY2027 QAD planning process. It is separate from, and neither duplicates nor withdraws, the Council's pending agency-wide challenge. That challenge concerns HUD's implementation of 5 CFR Part 430 performance management changes despite the Union's binding contract through July 23, 2029.

Exhibit Index

Exhibit A — October 21–22, 2026 QAD initial notification, draft elements, and email chain

Exhibit B — October 22, 2026, Council EVP sends email to Derek Taylor for an updated notice

Exhibit C — October 22,2026, Council President objects to notice and explains requirements

Exhibit D — October 23, 2026, Teams invitation for October 28 QAD meeting

Exhibit E-1 — June 25, 2025, ELR acknowledgment and original notice correspondence

Exhibit E-2 — July 22, 2025, Antonio Gaines provides ELR Council notice list

Exhibit E-3 — August 20, 2025, Council designation correspondence

Exhibit E-4 — March 10, 2026, Local 476 designated-recipient correspondence

Exhibit E-5 — June 5, 2026, Local 476 correspondence to ELR on approved email channels

Exhibit F — September 5, 2025, filed Council 222 grievance concerning Article 4 notices