[redacted]

From: Ashaki Robinson <prezrob476@gmail.com>
Sent: Tuesday, March 10, 2026 2:51:57 PM
To: Hernandez, Alejandro <Alejandro.Hernandez@hud.gov>
Cc: Raymond, Daniel P <Daniel.P.Raymond@hud.gov>; Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Mclennon, Christopher R <Christopher.R.Mclennon@hud.gov>; Biggs, Monique S <Monique.S.Biggs@hud.gov>; Mcgee, Candace G <Candace.G.Mcgee@hud.gov>; Zimber, Tobey J <Tobey.J.Zimber@hud.gov>
Subject: <External Message> Noncompliance with CBA Notification Requirements – AFGE Local 476

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Alejandro,

I am writing to you in your capacity as the Acting Chief Performance Officer overseeing the Employee and Labor Relations Division.

AFGE Local 476 has repeatedly failed to receive proper notifications required under the Collective Bargaining Agreement because incorrect information continues to be disseminated to managers by Employee and Labor Relations staff and by Daniel Raymond.

You and Daniel were previously informed that all notifications to me must include my personal email address. Despite this, notices continue to be sent inconsistently or incorrectly. Initially, this resulted in me receiving multiple notifications from managers across headquarters and the field regarding meetings involving employees who were not even within the Local 476 bargaining unit. I addressed as many of these as possible in order to ensure employees were represented.

More recently, the problem has shifted into a different issue: Local 476 notices are being improperly routed to AFGE Council 222 when the matter only concerns Local 476 bargaining unit employees.

The attached email chain is an example of this problem. In that instance, management issued a notice regarding a performance planning meeting involving a headquarters bargaining unit employee. Because the employee's duty station is Washington, DC, this was a Local 476 matter only. However, the notice was broadly distributed to Council officials and numerous unrelated parties rather than being directed to the Local responsible for representation.

There was no contractual basis for that notice to be sent to AFGE Council 222. Under the parties' agreement, this was a Local-level matter and the notice should have been provided to AFGE Local 476.

These repeated misdirected notifications demonstrate that ELR is providing managers with incorrect guidance regarding who must receive union notifications. The result is that notices are being sent to the wrong entities while Local 476 — the exclusive representative responsible for the affected employees — must spend time correcting errors created by the Agency.

For clarity going forward, all notifications must comply with Article 49.03 of the parties' Collective Bargaining Agreement. The appropriate recipient of a notification depends on the scope of the proposed change:

- If a proposed change affects headquarters and all regions, notice must be provided to the Council President, their designee(s), and all Regional Vice Presidents.

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- If a proposed change affects more than one local but not every region, notice must be provided to the Council President, their designee(s), and the Regional Vice Presidents in the affected regions.
- **If a proposed change affects only one local office — including headquarters employees represented by AFGE Local 476 — notice must be provided to the Local President or their designee. (Emphasis added)**

The Union has previously provided the Agency with the names and contact information for the AFGE Local 476 officers authorized to receive notifications. That notification was provided to ensure ELR and management understood exactly who must be contacted for Local 476 matters. Any continued failure to follow that guidance is therefore not the result of missing information from the Union, but rather a failure to follow the contact information that has already been provided. For clarity, those officials are listed again below.

Receipt of notice by the appropriate Union official constitutes receipt by the Union for purposes of calculating the contractual timelines for requesting negotiations.

To eliminate any further confusion, the appropriate AFGE Local 476 officials for notifications are:

Ashaki Robinson – President
prezrob476@gmail.com

Cynthia Carter – 1st Vice President
cynthia.f.carter@hud.gov

Christopher McLennon – 2nd Vice President
christopher.m.mclennon@hud.gov

Candace McGee – Secretary
candace.g.mcgee@hud.gov

Monique Biggs – Treasurer
monique.s.biggs@hud.gov

Tobey Zimber – Chief Steward
tobey.j.zimber@hud.gov

Please ensure this information is immediately distributed to all Employee and Labor Relations staff responsible for issuing union notifications so that managers receive correct guidance and the Agency can comply with its contractual obligations.

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Ashaki Robinson, PhD

AFGE Local 476

President

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