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

GRIEVANCE OF THE PARTIES

DATE: November 9, 2026

TO: Labor Relations, Office of the Chief Human Capital Officer, US Department of Housing and Urban Development

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

THROUGH: Veronica Bobbitt, Executive Vice-President, Council of HUD Locals 222 /s/

SUBJECT: Continuing Violations – Formal Meeting Notice Violations and Denial of Meaningful Union Representation (Grievance of the Parties)

I. GRIEVANCE

Council 222 grieves recurring deficiencies in HUD's meeting notice, recipient selection, access, and representational opportunity. These deficiencies concern HUD's failure to provide timely, complete notice to the appropriate designated Union representatives for meetings implicating Article 4.04 of the HUD–AFGE Collective Bargaining Agreement (CBA) and, where applicable, 5 U.S.C. § 7114(a)(2)(A). This grievance does not address the substantive merits of the Council's performance meeting notice defects that are subject to a separate Grievance of the Parties (GOP).

II. BRIEF STATEMENT OF FACTS

The chronology below identifies three parts of the Council's factual record: background incidents and Agency responses establishing prior notice of the notification concerns; communications identifying designated Union representatives; and subsequent meeting notices and access problems supporting the alleged continuing violations.

1. June 25, 2025 (background). The Office of Administration (OAO) scheduled an 11:00 a.m. EST town hall. At 11:46 a.m. EST, the Union reported missing or unusable meeting access information. ELR forwarded a link at 11:57 a.m. EST and apologized for not following up. This incident documents prior notice of the problem. (Exhibit A)
2. September 5, 2025 (background; *Count 1 addresses Article 4*). Council 222 filed a Grievance of the Parties (GOP) which formally addressed improper and untimely notification practices by labor relations staff and Daniel Raymond. (Exhibit B)
3. March–May 2026 (prior FPM dispute and Agency decision). Following a separate grievance concerning March 2026 involuntary details of Davis-Bacon Labor Standards bargaining-unit employees, FPM Director Michael C. Lawyer issued a May 1, 2026, decision denying that grievance. The Agency nevertheless agreed to "*provide notice and*

bargain under the CBA where applicable". This response further demonstrates labor relations staff's prior awareness of the Council's notification concerns and its continuing contractual obligations. (Exhibit C)

4. August 31–September 2, 2026. Council Secretary Kimberly Horton transmitted Council representation lists; Council President Robinson explained the distinct Council-officer and Regional Vice President roles. On September 2nd, Daniel Raymond stated he did not disagree with that interpretation. On September 3rd, Daniel Raymond again confirmed adherence to the Council's request. (Exhibit D)
5. September 14–17, 2026 (FPM Compliance Team, St. Louis). HUD transmitted notice at approximately 8:13 p.m. on September 14th for a meeting beginning at 8:30 a.m. on September 15th. The Agency expressly invoked Article 4.04 but provided no virtual attendance option. The seven-page memorandum and agenda identified bargaining-unit attendees and senior leaders. Scheduled subjects included organizational change, FY 2027 priorities, compliance procedures, automation, and other matters directly relevant to employees' work. The late notice left Council representatives unable to make arrangements to attend and prepare. (Exhibit E)
6. October 26–28, 2026 (CPD). At 4:33 p.m. October 26th, HUD notified the Union of an October 28th, 1:00–2:00 p.m. Eastern orientation for Headquarters and field employees concerning the HUGS Recipient Portal. Teams Live access details followed October 27th. The nine-topic agenda addressed recipient requirements, timelines, analytics, and a portal demonstration; participants were directed to submit questions in advance. The limited notice and delayed access details curtailed the Union's opportunity to review the topics and prepare questions. (Exhibit F)
7. October 27, 2026. Secretary Horton re-sent separate Council-officer and Regional/Alternate Vice President contact lists to ELR, requesting correction of its records. (Exhibit G)
8. October 28–29, 2026 (PIH). ELR transmitted notice at 10:03 a.m. (EST) on October 28th for an all-staff meeting scheduled for 2:00–3:00 p.m. (EST) on October 29th. The notice presented two deficiencies: it did not specify the meeting subjects beyond "featured PIH programs/initiatives," and proper Council officers were again not notified. The invitation also used an Intellor event link rather than the customary Teams link. Without more specific subject information, the Union could not determine in advance whether matters constituting a formal discussion would be addressed or prepare for meaningful participation. (Exhibit H)
9. October 28, 2026 (Mortgagee Review Board). At 2:03 p.m. (EST), Director Susan F. Macias sent the Council President and Local 911 President notice of a November 3rd performance-planning meeting involving four staff members. The notice expressly cited Articles 4.04 and 30.06 but omitted the employees' identities and duty stations. At 4:49

p.m. (CST), the Local President requested the missing information and copied Labor Relations. Without the employees' identities and duty stations, the Council could not determine the proper designated representatives, hindering representation for bargaining-unit employees (BUEs). (Exhibit I)

10. November 4, 2026 (OAO). The formal email notice of the All-Hands meeting reached select Council officials but excluded the Council President and Executive Vice-President (EVP). On November 3, 2026, a Regional Vice-President realized that the Union had not received a meeting link and requested one, along with the addition of missing officers to the email thread. The access problem remained unresolved when the meeting began on November 4th: EVP Bobbitt again requested the link at 10:06 a.m. (CST), six minutes after the meeting had begun. Labor Relations emailed a link at 12:08 p.m. (CST), after the meeting had ended. That link was restricted to internal HUD users. From these events, the Council alleges that the Agency again deliberately prevented Union representation at a formal meeting. (Exhibit K)

III. ALLEGED VIOLATIONS

Continuing practice and Agency knowledge: HUD's May 1, 2026, response to an earlier FPM grievance expressly acknowledged its obligation to provide notice and bargain under the CBA where applicable. Despite that acknowledgment, FPM issued a September 14th notice invoking Article 4.04 for a three-day, in-person meeting beginning the next morning, with no virtual option. Subsequent notices likewise reflect recurring deficiencies despite repeated Council communications identifying the appropriate representatives and the information necessary for effective representation.

Article 4, Section 4.04: HUD failed to provide timely, complete, and useful notice to the designated Union representative for covered formal meetings, absent identified extenuating circumstances. The alleged deficiencies materially limited the Union's ability to identify representatives, prepare questions, and participate meaningfully. Two notices illustrate the connection between the notice defects and that representational impact: the September 14th FPM memorandum expressly invoked Article 4.04, while the October 26th CPD notice described an "orientation for new HUGS software" and was transmitted less than 48 hours before the meeting, with online access information following in another email. These examples reflect compressed notice coupled with missing or delayed information. (Exhibit J)

Article 4, Section 4.05: Despite the Council's written designations and repeated corrections, HUD did not consistently identify and notify the appropriate authorized representatives. The appropriate representatives depend on the meeting's scope, as identified by the Agency, and the affected BUEs. The November 3rd performance-planning invitation illustrates why complete employee information matters to that determination: failure to identify the employees and their

duty stations impeded the Council's ability to determine the appropriate representatives and participate efficiently. (Exhibit J)

Article 30, Section 30.06(1)(b)(iii) (as applicable): This grievance concerns notice and representation, not the merits of the proposed performance elements. HUD expressly invoked Article 30.06 when notifying the Council of the Mortgagee Review Board performance-planning meeting. Failure to identify the affected employees and duty stations prevented appropriate Union coordination. (Exhibit J)

5 U.S.C. §§ 7114(a)(2)(A) and 7116(a)(1), (8): Where management and bargaining-unit employees participated in formal discussions concerning personnel policies, practices, grievances, or general conditions of employment, deficient notice or exclusion of the designated representative constitutes an alleged violation of § 7114(a)(2)(A) and, accordingly, an unfair labor practice under § 7116(a)(1) and (8). HUD's own Article 4.04 notices and formal performance-planning coordination requests warrant treating the identified events as meetings for which Union representational rights must be evaluated and honored.

IV. REMEDIES REQUESTED

The requested remedies address cessation of deficient notice practices; preventive controls for notice, representative selection, and access; records preservation and the separate information demand; corrective participation and an explanation of prior compliance measures; an Agency-wide notice; and reimbursement of the arbitration filing fee if arbitration becomes necessary.

1. Sustain this grievance; cease deficient notices and improper Union recipient selection for meetings subject to contractual or statutory representation rights.

2. Maintain and utilize the separate Council-officer and Regional/Alternate Vice President designations provided August 31 and October 27; verify affected employee groups, duty stations, and appropriate representatives before distributing notices.

3. Ensure designated representatives can attend and participate meaningfully, including in-person meetings and meetings conducted on unfamiliar virtual platforms; promptly remedy defective links and provide appropriate access.

4. Issue written notice procedures and train ELR and affected managers on Articles 4.04 and 4.05, representative designations, and statutory formal-discussion rights.

5. Preserve all existing records of the identified meetings. The Council's information request is a separate demand and is not a condition of deciding this grievance. Separately, respond fully to that request, including existing recordings, transcripts, agendas, handouts, presentations, attendance information, meeting notes, Q&A records, and follow-up materials, subject to applicable law.

6. For any qualifying formal discussion conducted without proper Union notice or participation, provide a corrective briefing and opportunity for designated Union representatives to ask questions and address decisions or actions discussed; do not treat such a briefing as a substitute for any separate bargaining duty.

7. Identify in the final decision the measures FPM took after its May 1, 2026, written response to ensure applicable advance notice, appropriate Union representation, and bargaining where required, and specify corrective controls to prevent recurrence.

8. Post an Agency-wide, signed notice. HUD shall electronically distribute the notice to affected BUEs and designated Union representatives and shall post it on customary employee notice channels in all affected field offices and regions for a period of 90 calendar days. The notice shall acknowledge deficient meeting notice and Union representation violations, applicable contractual and statutory violations, and interference with protected representational rights, including an unfair labor practice where statutory elements are met. It shall commit HUD to comply with Articles 4.04 and 4.05 and applicable law. It shall also commit HUD to provide designated Union representatives information, access, and opportunity to participate in covered formal discussions.

9. Reimburse the $100 FMCS arbitration filing fee if arbitration becomes necessary. The Agency's repeated failure to comply with its contractual notice obligations has required the Union to incur additional expenses to enforce its representational rights.

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.