[redacted]

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<Council 222 Executive Officers - Effective August 31 -2026.pdf>

Raymond, Daniel P <Daniel.P.Raymond@hud.gov> Wed, Sep 2, 2026 at 4:38 PM
To: Ashaki Robinson <prezrob476@gmail.com>
Cc: "Horton, Kimberly A" <Kimberly.A.Horton@hud.gov>, Veronica Sims <veronicasims14@gmail.com>, "Bobbitt, Veronica S" <Veronica.S.Bobbitt@hud.gov>, "Shahriar, Sajid A" <Sajid.A.Shahriar@hud.gov>, sajidshahriar2007 <sajidshahriar2007@u.northwestern.edu>, Kimberly Horton <hortonk201@gmail.com>, salafge <salafge@outlook.com>, LaborRelations <LaborRelations@hud.gov>, "Lescault, Calvin F" <Calvin.F.Lescault@hud.gov>, "lhirsch02@msn.com" <lhirsch02@msn.com>, "greauxrose@gmail.com" <greauxrose@gmail.com>, "Hoffman, Jeffrey S" <Jeffrey.S.Hoffman@hud.gov>, "Jackson, Eric M" <Eric.M.Jackson@hud.gov>, "Gaines, Antonio" <Antonio.Gaines@hud.gov>, "Cain, Candice C" <Candice.A.Cain@hud.gov>, "Miles, Desiree M" <Desiree.M.Miles@hud.gov>, "Smith, Lori L" <Lori.L.Smith@hud.gov>, "Henry, Treka J" <Treka.J.Henry@hud.gov>, "McCarthy, Kevin D" <Kevin.Mccarthy@hud.gov>, "Flynn, James P" <James.P.Flynn@hud.gov>, phcasper77 <phcasper77@gmail.com>, Brenda Payette <brenda_payette@yahoo.com>, "Carter, Cynthia F" <Cynthia.F.Carter@hud.gov>

Hi Ashaki,

A simple, “please include the Alt RVPs on the list like the last president” would have sufficed.

I am not disagreeing with your interpretation of the CBA. I’ll include both lists sent by Kimberly on communications to Council 222.

Dan Raymond

Director, Employee Relations Division

Director (A), Labor Relations Division

Office of the Chief Performance Officer

Office of the Chief Human Capitol Officer

U.S. Department of Housing and Urban Development

Gov Cell: (202) 706-8345

Daniel.p.raymond@hud.gov

Employee and Labor Relations Survey

From: Ashaki Robinson <prezrob476@gmail.com>
Sent: Wednesday, September 2, 2026 12:48 PM
To: Raymond, Daniel P <Daniel.P.Raymond@hud.gov>
Cc: Horton, Kimberly A <Kimberly.A.Horton@hud.gov>; Veronica Sims <veronicasims14@gmail.com>; Bobbitt, Veronica S <Veronica.S.Bobbitt@hud.gov>; Shahriar, Sajid A <Sajid.A.Shahriar@hud.gov>; sajidshahriar2007 <sajidshahriar2007@u.northwestern.edu>; Kimberly Horton <hortonk201@gmail.com>; salafge <salafge@outlook.com>; LaborRelations <LaborRelations@hud.gov>
Subject: <External Message> Re: Notification of Council 222 Elected Officers

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. If you have concerns about the content of the email, please send it to phishing@hud.gov or click the Report Phishing Button on the Outlook ribbon or Phishing option within OWA.

Daniel,

Your question unnecessarily narrows the designation Kimberly provided.

The updated list was not limited to Articles 4 and 49, and it was not limited to matters affecting more than one Local. Nor should your reference to “Council officers and RVPs” be understood to exclude the Alternate RVPs identified on the list.

The individuals listed are the Council’s designated Union representatives for all notices, correspondence, and labor-relations communications properly directed to Council 222 or its representatives, including—but not limited to—notices under Articles 4 and 49. Unless the Council identifies a different distribution for a particular matter, Management should use the complete list provided by the Council.

The Agreement does not give Management the authority to narrow that designation. Article 4.03 provides that the Union has the exclusive right to name its representatives. Article 4.05 permits the Union to delegate its authority “to whatever agent it deems appropriate” and requires Management, upon written receipt, to recognize those agents and conduct appropriate labor-relations business with them.

Article 49 imposes additional, independent distribution requirements. Section 49.03(1) requires notices affecting headquarters and all regions to be sent to the Council President, the President’s designees, and all RVPs. Section 49.03(2) requires notices affecting more than one Local to be sent to the Council President, the President’s designees, and the RVPs in the affected regions. Those provisions establish minimum contractual recipients; they do not restrict the Council’s authority under Article 4 to designate additional representatives.

Accordingly, please ensure that all future Council-level notices and communications are sent to the complete distribution list provided by the Council, including the Council officers, RVPs and Alternate RVPs identified there. Any additional recipient required by the Agreement based on the nature or scope of a particular matter must, of course, also be included.

This is a formal designation by the Union. It is not a request for Management to decide which of the Council's representatives it wishes to recognize, and it does not require repeated confirmation from the Council.

Ashaki Robinson, PhD

AFGE Council 222

President

Phone: 202-674-7787

Email: prezrob476@gmail.com

www.afgecouncil222.com

On Tue, Sep 1, 2026 at 1:59 PM Raymond, Daniel P <Daniel.P.Raymond@hud.gov> wrote:

> Hi Kimberly,
>
> Thanks for the updated list.
>
> Can you please confirm that Council leadership would still like to have all of the Council officers and RVPs as designated Union representatives for receiving notices under CBA Article 4 and 49 where it applies to more than one Local.
>
> Dan Raymond
>
> Director, Employee Relations Division
>
> Director (A), Labor Relations Division
>
> Office of the Chief Performance Officer
>
> Office of the Chief Human Capitol Officer
>
> U.S. Department of Housing and Urban Development
>
> Gov Cell: (202) 706-8345
>
> Daniel.p.raymond@hud.gov
>
> Employee and Labor Relations Survey

From: Horton, Kimberly A <Kimberly.A.Horton@hud.gov>
Sent: Tuesday, September 1, 2026 10:49 AM
To: Raymond, Daniel P <Daniel.P.Raymond@hud.gov>; LaborRelations <LaborRelations@hud.gov>
Cc: Veronica Sims <veronicasims14@gmail.com>; Bobbitt, Veronica S <Veronica.S.Bobbitt@hud.gov>; Shahriar, Sajid A <Sajid.A.Shahriar@hud.gov>; sajidshahriar2007 <sajidshahriar2007@u.northwestern.edu>; Kimberly Horton <hortonk201@gmail.com>; salafge <salafge@outlook.com>; prezrob476@gmail.com
Subject: RE: Notification of Council 222 Elected Officers

Hi Dan,

I am attaching a revised email list of officers with a correction to Vice President Bobbitt's personal email.

Additionally, I am attaching you a copy of the Regional Vice Presidents and Alternate Regional Vice Presidents for the Council.

Thank you

Kimberly Horton

AFGE HUD Council 222, Secretary

U.S. Department of Housing and Urban Development

Phone: 817-978-5726

Cell: 517-980-9045

Alt. email: hortonk201@gmail.com

From: Raymond, Daniel P <Daniel.P.Raymond@hud.gov>
Sent: Tuesday, September 1, 2026 12:36 PM
To: Horton, Kimberly A <Kimberly.A.Horton@hud.gov>; LaborRelations <LaborRelations@hud.gov>
Cc: prezrob476@mail.com; Veronica Sims <veronicasims14@gmail.com>; Bobbitt, Veronica S <Veronica.S.Bobbitt@hud.gov>; Shahriar, Sajid A <Sajid.A.Shahriar@hud.gov>; sajidshahriar2007 <sajidshahriar2007@u.northwestern.edu>; Kimberly Horton <hortonk201@gmail.com>; salafge <salafge@outlook.com>
Subject: RE: Notification of Council 222 Elected Officers

Hi Kim,
Thank you for the update.

Dan Raymond

Director, Employee Relations Division

Director (A), Labor Relations Division

Office of the Chief Performance Officer

Office of the Chief Human Capitol Officer

U.S. Department of Housing and Urban Development

Gov Cell: (202) 706-8345

Daniel.p.raymond@hud.gov

Employee and Labor Relations Survey

From: Horton, Kimberly A <Kimberly.A.Horton@hud.gov>
Sent: Monday, August 31, 2026 8:38 AM
To: Raymond, Daniel P <Daniel.P.Raymond@hud.gov>; LaborRelations <LaborRelations@hud.gov>
Cc: prezrob476@mail.com; Veronica Sims <veronicasims14@gmail.com>; Bobbitt, Veronica S <Veronica.S.Bobbitt@hud.gov>; Shahriar, Sajid A <Sajid.A.Shahriar@hud.gov>; sajidshahriar2007 <sajidshahriar2007@u.northwestern.edu>; Kimberly Horton <hortonk201@gmail.com>; salafge <salafge@outlook.com>
Subject: Notification of Council 222 Elected Officers

Good morning ELR,

AFGE Council 222 recently held its elections. The attached document provides ELR with a current list of the Council's new officers. Please adjust your internal records and communications to reflect these changes.

The agency will be provided with additional communication updates within the next few days.

Thank you



[Quoted text hidden]

Ashaki Robinson <prezrob476@gmail.com> Thu, Sep 3, 2026 at 9:25 AM
To: "Raymond, Daniel P" <Daniel.P.Raymond@hud.gov>
Cc: "Horton, Kimberly A" <Kimberly.A.Horton@hud.gov>, Veronica Sims <veronicasims14@gmail.com>, "Bobbitt, Veronica S" <Veronica.S.Bobbitt@hud.gov>, "Shahriar, Sajid A" <Sajid.A.Shahriar@hud.gov>, sajidshahriar2007 <sajidshahriar2007@u.northwestern.edu>, Kimberly Horton <hortonk201@gmail.com>, salafge <salafge@outlook.com>, LaborRelations <LaborRelations@hud.gov>, "Lescault, Calvin F" <Calvin.F.Lescault@hud.gov>, "lhirsch02@msn.com" <lhirsch02@msn.com>, "greauxrose@gmail.com" <greauxrose@gmail.com>, "Hoffman, Jeffrey S" <Jeffrey.S.Hoffman@hud.gov>, "Jackson, Eric M" <Eric.M.Jackson@hud.gov>, "Gaines, Antonio" <Antonio.Gaines@hud.gov>, "Cain, Candice C" <Candice.A.Cain@hud.gov>, "Miles, Desiree M" <Desiree.M.Miles@hud.gov>, "Smith, Lori L" <Lori.L.Smith@hud.gov>, "Henry, Treka J" <Treka.J.Henry@hud.gov>, "McCarthy, Kevin D" <Kevin.Mccarthy@hud.gov>, "Flynn, James P" <James.P.Flynn@hud.gov>, phcasper77 <phcasper77@gmail.com>, Brenda Payette <brenda_payette@yahoo.com>, "Carter, Cynthia F" <Cynthia.F.Carter@hud.gov>

Daniel,

A simple “Thank you; Labor Relations will use both lists” would have sufficed from you as well. Instead, you chose condescension and apparently expected deference in return. That was a miscalculation.

Rather than acknowledge that your question was needlessly narrow and poorly framed, you used a Council-wide reply-all to blame me for your own lack of precision and lecture me about how I should have answered you. That was not clarification. It was a transparent attempt to make your wording my offense.

Let me eliminate any remaining confusion: You do not supervise me or anyone else on Council 222. Nor do you instruct this Council’s officers or representatives on how they should communicate with Labor Relations. You also do not get to invoke my predecessor as though his communication style establishes a standard that binds my administration. I am the duly elected President of this Council.

Adjust your expectations—and your tone—accordingly.

For the record, your original email did not simply ask whether Alternate RVPs should be added to the distribution list. You asked whether Council leadership would “still like” all Council officers and RVPs designated for Articles 4 and 49 “where it applies to more than one Local.” That wording omitted the Alternate RVPs, narrowed the designation to two articles, and limited it to a particular category of matters.

What the Council “would like” is quite simple: for Labor Relations to follow the Agreement and honor the Union’s designations. Those are contractual obligations, not preferences that depend upon whether Management believes the Council would “still like” them honored.

I answered the question you wrote, not the materially different question you later said you intended to ask. Given the Agency’s repeated failures to provide required notices to the Union’s designated representatives, I will not give casual,

one-line assent to imprecise language that could later be cited as the Council's agreement to limitations it never adopted. If you expect precision from the Council, begin with precision in your own communications.

You have now confirmed that you do not disagree with the Council's interpretation and that Labor Relations will use both lists provided by Kimberly for communications to Council 222.

That resolves the substantive issue.

Going forward, please focus on complying with the Council's designations and the Agreement rather than offering unsolicited instruction on how the Council President—or anyone else on the Council—should respond to Labor Relations.



Ashaki Robinson, PhD

AFGE Council 222

President

Phone: 202-674-7787

Email: prezrob476@gmail.com

www.afgecouncil222.com

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Raymond, Daniel P <Daniel.P.Raymond@hud.gov> Thu, Sep 3, 2026 at 11:41 AM
To: Ashaki Robinson <prezrob476@gmail.com>
Cc: "Horton, Kimberly A" <Kimberly.A.Horton@hud.gov>, Veronica Sims <veronicasims14@gmail.com>, "Bobbitt, Veronica S" <Veronica.S.Bobbitt@hud.gov>, "Shahriar, Sajid A" <Sajid.A.Shahriar@hud.gov>, sajidshahriar2007 <sajidshahriar2007@u.northwestern.edu>, Kimberly Horton <hortonk201@gmail.com>, salafge <salafge@outlook.com>, LaborRelations <LaborRelations@hud.gov>, "Lescault, Calvin F" <Calvin.F.Lescault@hud.gov>, "lhirsch02@msn.com" <lhirsch02@msn.com>, "greauxrose@gmail.com" <greauxrose@gmail.com>, "Hoffman, Jeffrey S" <Jeffrey.S.Hoffman@hud.gov>, "Jackson, Eric M" <Eric.M.Jackson@hud.gov>, "Gaines, Antonio" <Antonio.Gaines@hud.gov>, "Cain, Candice C" <Candice.A.Cain@hud.gov>, "Miles, Desiree M" <Desiree.M.Miles@hud.gov>, "Smith, Lori L" <Lori.L.Smith@hud.gov>, "Henry, Treka J" <Treka.J.Henry@hud.gov>, "McCarthy, Kevin D" <Kevin.Mccarthy@hud.gov>, "Flynn, James P" <James.P.Flynn@hud.gov>, phcasper77 <phcasper77@gmail.com>, Brenda Payette <brenda_payette@yahoo.com>, "Carter, Cynthia F" <Cynthia.F.Carter@hud.gov>

Ashaki,

Thank you so very much for your detailed synopsis and opinions.

No need for a protracted back and forth on this. We will use both lists for appropriate notifications.

Have a great day!

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