

## Robinson, Ashaki

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**From:** LaborRelations  
**Sent:** Monday, August 25, 2025 12:30 PM  
**To:** Robinson, Ashaki  
**Cc:** Hernandez, Alejandro; Jones, Matthew P; Zimber, Tobey J; Carter, Cynthia F; Biggs, Monique S; Mclennon, Christopher R; Asencio, Carlos I; Rosso, Michael A  
**Subject:** RE: Union Notification

Greetings, AFGE 476,  
CBA Section 12.07 requires Management to provide a “*general statement of the charges, proposed action, and subsequent decision.*” Management’s notice fully complies with the CBA. We assure you that when an employee designates the Union as their representative for the disciplinary process, Management will certainly provide all relevant information outlined in CBA 12.05 or 12.06. In the case below, the employee has not yet designated the Union as their representative.

Respectfully,  
HUD Labor Relations Branch

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**From:** Robinson, Ashaki <[Ashaki.Robinson@hud.gov](mailto:Ashaki.Robinson@hud.gov)>  
**Sent:** Monday, August 25, 2025 11:32 AM  
**To:** Hernandez, Alejandro <[Alejandro.Hernandez@hud.gov](mailto:Alejandro.Hernandez@hud.gov)>  
**Cc:** Zimber, Tobey J <[Tobey.J.Zimber@hud.gov](mailto:Tobey.J.Zimber@hud.gov)>; Carter, Cynthia F <[Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov)>; Jones, Matthew P <[Matthew.P.Jones@hud.gov](mailto:Matthew.P.Jones@hud.gov)>; Asencio, Carlos I <[Carlos.I.Asencio@hud.gov](mailto:Carlos.I.Asencio@hud.gov)>; Rosso, Michael A <[Michael.A.Rosso@hud.gov](mailto:Michael.A.Rosso@hud.gov)>; Biggs, Monique S <[Monique.S.Biggs@hud.gov](mailto:Monique.S.Biggs@hud.gov)>; Mclennon, Christopher R <[Christopher.R.Mclennon@hud.gov](mailto:Christopher.R.Mclennon@hud.gov)>  
**Subject:** FW: Union Notification

Alejandro,

AFGE Local 476 acknowledges receipt of Mr. Rosso’s August 25, 2025, notification regarding a proposed removal for AWOL. However, the Agency’s notice is deficient and fails to meet the requirements of the Collective Bargaining Agreement.

### 1. Contractual Obligation

Article 12, Section 12.07 of the HUD–AFGE Collective Bargaining Agreement requires Management, when issuing a notice of proposed suspension, reduction in grade, or removal to a bargaining unit employee, to provide the Union with:

- a general statement of the charges,

- the proposed action, and
- the subsequent decision.

A statement that an unspecified “bargaining unit employee” faces removal for “Absent Without Leave” is insufficient.

## 2. Lack of Response from Labor Relations

I previously contacted the Branch Chief regarding the deficiencies in similar notifications and have not received a response. This lack of engagement further impedes the Union’s ability to fulfill its representational duties.

## 3. Immediate Clarification Required

Accordingly, the Union requires, no later than close of business today, August 25, 2025:

- The name of the affected employee;
- The employee’s duty station, office symbol, or organizational code;
- The date(s) of the alleged AWOL; and
- A copy of the notice of proposed removal issued to the employee.

## 4. Reservation of Rights

The Union fully reserves all rights to pursue grievances or other appropriate remedies should the Agency fail to meet its contractual obligations.

Please ensure that the requested information is provided by end of day today so that the Union may fulfill its duties as exclusive representative



**Ashaki Robinson, PhD**

AFGE Local 476

President

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**Email:**

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451 7<sup>th</sup> St. SW Suite 3142

Washington, DC 20410

[www.afge476.org](http://www.afge476.org)

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**From:** Zimmer, Tobey J <[Tobey.J.Zimmer@hud.gov](mailto:Tobey.J.Zimmer@hud.gov)>

**Sent:** Monday, August 25, 2025 9:09 AM

**To:** Asencio, Carlos I <[Carlos.I.Asencio@hud.gov](mailto:Carlos.I.Asencio@hud.gov)>; Jones, Matthew P <[Matthew.P.Jones@hud.gov](mailto:Matthew.P.Jones@hud.gov)>

**Cc:** Robinson, Ashaki <[Ashaki.Robinson@hud.gov](mailto:Ashaki.Robinson@hud.gov)>; Carter, Cynthia F <[Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov)>

**Subject:** FW: Union Notification

+ C. Asencio, M. Jones

Tobey Zimmer PhD (she/her)  
Chief Steward  
AFGE Local 476

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**From:** Zimmer, Tobey J  
**Sent:** Monday, August 25, 2025 9:07 AM  
**To:** Rosso, Michael A <[Michael.A.Rosso@HUD.GOV](mailto:Michael.A.Rosso@HUD.GOV)>; Robinson, Ashaki <[Ashaki.Robinson@hud.gov](mailto:Ashaki.Robinson@hud.gov)>; Carter, Cynthia F <[Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov)>; Mclennon, Christopher R <[Christopher.R.Mclennon@hud.gov](mailto:Christopher.R.Mclennon@hud.gov)>; Biggs, Monique S <[Monique.S.Biggs@hud.gov](mailto:Monique.S.Biggs@hud.gov)>; Griffin, Angela L <[Angela.L.Griffin@hud.gov](mailto:Angela.L.Griffin@hud.gov)>  
**Subject:** RE: Union Notification

Good morning,

The Union requires more information. Please tell us:

- Who is the employee?
- Where do they work?
- When did the alleged violation take place?

Tobey Zimmer PhD (she/her)  
Chief Steward  
AFGE Local 476

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**From:** Rosso, Michael A <[Michael.A.Rosso@hud.gov](mailto:Michael.A.Rosso@hud.gov)>  
**Sent:** Monday, August 25, 2025 9:02 AM  
**To:** Robinson, Ashaki <[Ashaki.Robinson@hud.gov](mailto:Ashaki.Robinson@hud.gov)>; Zimmer, Tobey J <[Tobey.J.Zimmer@hud.gov](mailto:Tobey.J.Zimmer@hud.gov)>; Carter, Cynthia F <[Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov)>; Mclennon, Christopher R <[Christopher.R.Mclennon@hud.gov](mailto:Christopher.R.Mclennon@hud.gov)>; Biggs, Monique S <[Monique.S.Biggs@hud.gov](mailto:Monique.S.Biggs@hud.gov)>; Griffin, Angela L <[Angela.L.Griffin@hud.gov](mailto:Angela.L.Griffin@hud.gov)>  
**Subject:** Union Notification

Good morning, AFGE 476,

This email serves as notice under the collective bargaining agreement, Section 12.07 that the agency notice of Proposed Removal to a bargaining unit employee for the following charge:       Absent Without Leave

Respectfully,

Michael Rosso

Employee & Labor Relations Specialist  
Office of the Chief Human Capital Officer (OCHCO)  
U.S. Department of Housing and Urban Development  
Washington, DC 20410  
Email: [Michael.A.Rosso@hud.gov](mailto:Michael.A.Rosso@hud.gov)

RDO: Friday



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