

Meindl, Max

From: Meindl, Max
Sent: Wednesday, October 23, 2019 1:37 PM
To: Gause, Jacqueline; David, Patricia
Cc: Wick, Timothy; Terry, Detra; Alexander, Dennis; brent@guerradays.com; FEMA-EqualRights
Subject: RE: FMLA Recertification - M. Meindl

Thanks JG, no problem, I'm working on an update with my providers, to appropriately capture/document/list all of the existing/new/challenging/interesting, issues that have manifested since the surgery. Appreciate your assistance..

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



FEMA

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From: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Sent: Wednesday, October 23, 2019 1:09 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; David, Patricia <Patricia.David@fema.dhs.gov>
Cc: Wick, Timothy <Timothy.Wick@fema.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>; Alexander, Dennis <dennis.alexander@fema.dhs.gov>; brent@guerradays.com; FEMA-EqualRights <FEMA-EqualRights@fema.dhs.gov>
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Thanks for your cooperation with this matter. Please let me know if you have additional questions or concerns.

Regards,

Jacqueline Gause, MSc

Human Resources
Federal Emergency Management Agency
Department of Homeland Security
Hurricane Harvey-DR4332-TX
Texas Recovery Office
Houston, TX
Mobile: 202-322-6241

From: Meindl, Max <max.meindl@fema.dhs.gov>

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Hurricane Harvey-DR4332-TX
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Houston, TX
Mobile: 202-322-6241

Meindl, Max

From: Cooley, Sandra
Sent: Tuesday, October 22, 2019 5:09 PM
To: Meindl, Max
Cc: femamax@gmail.com
Subject: Re: FMLA Recertification - M. Meindl

Let me review your concerns and circle back Max. Appreciate the opportunity to review.

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From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Tuesday, October 22, 2019 4:47:59 PM
To: Cooley, Sandra <Sandra.Cooley@fema.dhs.gov>
Cc: femamax@gmail.com <femamax@gmail.com>
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Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Sent: Tuesday, October 22, 2019 3:13 PM

To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Wick, Timothy <Timothy.Wick@fema.dhs.gov>
Subject: FMLA Recertification - M. Meindl

Good afternoon Max,

On May 1, 2019 you were initially approved for FMLA due to a serious/chronic health condition. Given that it has now been more than thirty (30) calendar days since your last medical update for your current FMLA condition, I am requesting that you provide me with an FMLA recertification as it relates to your current FMLA condition of record. The recertification is now necessary to ensure that the workload on your team can be planned and managed effectively while assisting you during your time of recovery. Therefore, I am requesting that you work with your physician to respond to all questions where appropriate especially those related to the questions identified below. These questions are not separate and apart from the recertification form but can be responded to within the context of the questions already provided on the form. (29 CFR 825.308(a), permits recertification every 30 days for chronic or permanent/long-term conditions.)

Purpose of this FMLA Recertification Update:

1. To validate if you are continuing to see the physician for the specific condition listed on your FMLA application dated and signed by your physician, on 4/11/2019.
2. Request that you provide an estimate of the duration of your condition & if you will be incapacitated for a single continuous period of time. (See questions #1 & #4).
3. Request that you specify what dates, if any, you will have planned appointments within the next 30 days. (See Question #5)
4. Request that your physician state whether or not you require care on an intermittent or reduced schedule basis, including any time for recovery. (See Question #6)
5. Request that your physician provide an estimate of when you will have flare-ups during your recovery period (if known) that will prevent you from performing your job functions. (See question #7).

Your health remains of paramount concern to me as well as our mission. My goal remains to work cooperatively with you and your physician in a manner which affords you the best opportunity to recover and return to full time employment status. However, failure to provide this requested FMLA Recertification information within fifteen (15) working days of receipt will result in the denial of any FMLA related leave until the information is provided.

If you experience difficulty providing this information within the specified period, please see me, or in my absence Patricia David, and provide a brief written statement documenting your hardship and your request for extension will be responded to within three (3) working days.

Regards,

Jacqueline Gause, MSc

Human Resources
Federal Emergency Management Agency
Department of Homeland Security
Hurricane Harvey-DR4332-TX
Texas Recovery Office
Houston, TX
Mobile: 202-322-6241

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 22, 2019 4:23 PM
To: femamax@gmail.com
Subject: FW: FMLA Recertification - M. Meindl

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Meindl, Max
Sent: Tuesday, October 22, 2019 4:22 PM
To: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; David, Patricia <Patricia.David@fema.dhs.gov>
Cc: Wick, Timothy <Timothy.Wick@fema.dhs.gov>; TERRY, DETRA S. <DETRA.TERRY@FEMA.DHS.GOV>; Alexander, Dennis <dennis.alexander@fema.dhs.gov>; brent@guerradays.com; FEMA-EqualRights <FEMA-EqualRights@fema.dhs.gov>
Subject: RE: FMLA Recertification - M. Meindl

JG,

My next appointment with the VA is 10/29/2019 with the ENT (ear, nose, throat) group at the DeBakey VA hospital to attempt to ascertain the source for my recurring dizzy spells.

My next appointment with my primary care physician is next Feb, 2020.

My next appointment with my pulmonary care specialist for my COPD (Chronic Obstructive Pulmonary Disease) is also next year.

I will do an online request to see my primary at the Katy VA outpatient clinic, but I'm not sure if that can happen within 15 days, it is the VA, so nothing is for certain.

I will also attempt to get an appointment with my primary care private physician in Bellville.

I must admit that as an senior citizen and as an individual who has identified, in the onboarding process, as an individual with a disability and when factoring in the very problematic heart surgery and subsequent associated health issues, I am concerned about the way the institution and/or individuals within the institution, treat those identified as disabled, more specifically, myself.

If my work was lacking, maybe I could understand, but it isn't and I don't understand.

It does seem that personalities have drifted in to the equation, in my opinion.

I appreciate your assistance and efforts with my disability and during my recovery but, I must admit that it has been an extremely distasteful experience with other FEMA personnel.

I will endeavor to get the paperwork returned in a timely manner but I am concerned about the 15 day window.

Please advise.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Sent: Tuesday, October 22, 2019 3:13 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Wick, Timothy <Timothy.Wick@fema.dhs.gov>
Subject: FMLA Recertification - M. Meindl

Good afternoon Max,

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Purpose of this FMLA Recertification Update:

1. To validate if you are continuing to see the physician for the specific condition listed on your FMLA application dated and signed by your physician, on 4/11/2019.
2. Request that you provide an estimate of the duration of your condition & if you will be incapacitated for a single continuous period of time. (See questions #1 & #4).
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4. Request that your physician state whether or not you require care on an intermittent or reduced schedule basis, including any time for recovery. (See Question #6)

5. Request that your physician provide an estimate of when you will have flare-ups during your recovery period (if known) that will prevent you from performing your job functions. (See question #7).

Your health remains of paramount concern to me as well as our mission. My goal remains to work cooperatively with you and your physician in a manner which affords you the best opportunity to recover and return to full time employment status. However, failure to provide this requested FMLA Recertification information within fifteen (15) working days of receipt will result in the denial of any FMLA related leave until the information is provided.

If you experience difficulty providing this information within the specified period, please see me, or in my absence Patricia David, and provide a brief written statement documenting your hardship and your request for extension will be responded to within three (3) working days.

Regards,

Jacqueline Gause, MSc

Human Resources

Federal Emergency Management Agency

Department of Homeland Security

Hurricane Harvey-DR4332-TX

Texas Recovery Office

Houston, TX

Mobile: 202-322-6241

Meindl, Max

From: Gause, Jacqueline
Sent: Tuesday, October 22, 2019 3:13 PM
To: Meindl, Max
Cc: Wick, Timothy
Subject: FMLA Recertification - M. Meindl
Attachments: FMLA - Health provider form.pdf

Good afternoon Max,

On May 1, 2019 you were initially approved for FMLA due to a serious/chronic health condition. Given that it has now been more than thirty (30) calendar days since your last medical update for your current FMLA condition, I am requesting that you provide me with an FMLA recertification as it relates to your current FMLA condition of record. The recertification is now necessary to ensure that the workload on your team can be planned and managed effectively while assisting you during your time of recovery. Therefore, I am requesting that you work with your physician to respond to all questions where appropriate especially those related to the questions identified below. These questions are not separate and apart from the recertification form but can be responded to within the context of the questions already provided on the form. (29 CFR 825.308(a), permits recertification every 30 days for chronic or permanent/long-term conditions.)

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2. Request that you provide an estimate of the duration of your condition & if you will be incapacitated for a single continuous period of time. (See questions #1 & #4).
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If you experience difficulty providing this information within the specified period, please see me, or in my absence Patricia David, and provide a brief written statement documenting your hardship and your request for extension will be responded to within three (3) working days.

Regards,

Jacqueline Gause, MSc
Human Resources

Federal Emergency Management Agency
Department of Homeland Security
Hurricane Harvey-DR4332-TX
Texas Recovery Office
Houston, TX
Mobile: 202-322-6241

Meindl, Max

From: Vardy, Loretta
Sent: Tuesday, November 13, 2018 2:51 PM
To: Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Thank you.

From: Meindl, Max
Sent: Tuesday, November 13, 2018 3:15 PM
To: Vardy, Loretta <Loretta.Vardy@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



FEMA

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From: Vardy, Loretta
Sent: Tuesday, November 13, 2018 2:11 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Thank you Mr. Meindl. I work with Karen who is currently on leave. I have forwarded your message to OER. I have been told to ask you to fill out the attached form and return it to me so that they can close the case out.

Thank you,
Loretta

Loretta Vardy
Branch Chief for Mediation and Training
ADR Division/OCC/FEMA
500 C Street SW
4NE 2407
Washington D.C. 20472-3400

Office: 202-212-1563

Cell: 202-286-8804

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From: Meindl, Max

Sent: Tuesday, November 13, 2018 11:55 AM

To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>

Cc: Walters, Albert <Albert.Walters@fema.dhs.gov>; Vardy, Loretta <Loretta.Vardy@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>

Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Ms. Asaro,

Pursuant to the above referenced case number and complaint, I am formally requesting the withdrawal of my filing. I am satisfied with the results of my conversations with my supervisors and feel confident that the best interest of all parties would be best served with the withdrawal of my complaint.

Overall, it was an educational and enlightening experience and I would like to thank all parties who were involved in an pursuing and obtaining an acceptable resolution.

Thank you.

Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

Public Assistance Division

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202-374-9426

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From: Asaro, Karen

Sent: Wednesday, November 7, 2018 4:10 PM

To: Meindl, Max <max.meindl@fema.dhs.gov>

Subject: Automatic reply: RA Request

Hello,

I will be out of the office until November 23, 2018 and I will not have access to email during this time. I will respond promptly upon my return.

If you need to speak with someone during my absence please call Loretta Vardy at 202 286-8804.

Thank You,
Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
mobile: 571 431-2863

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Meindl, Max

From: Meindl, Max
Sent: Tuesday, November 13, 2018 2:15 PM
To: Vardy, Loretta
Subject: RE: HS-FEMA-02488-2018 EEO Complaint
Attachments: FEMA EEO Withdrawal Form- Letterhead-signed.pdf

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Vardy, Loretta
Sent: Tuesday, November 13, 2018 2:11 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

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Thank you,
Loretta

Loretta Vardy
Branch Chief for Mediation and Training
ADR Division/OCC/FEMA
500 C Street SW
4NE 2407
Washington D.C. 20472-3400

Office: 202-212-1563
Cell: 202-286-8804

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prohibited. If you have received this in error, please reply immediately to the sender and delete this message. Thank you.

From: Meindl, Max
Sent: Tuesday, November 13, 2018 11:55 AM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>
Cc: Walters, Albert <Albert.Walters@fema.dhs.gov>; Vardy, Loretta <Loretta.Vardy@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Ms. Asaro,
Pursuant to the above referenced case number and complaint, I am formally requesting the withdrawal of my filing. I am satisfied with the results of my conversations with my supervisors and feel confident that the best interest of all parties would be best served with the withdrawal of my complaint.
Overall, it was an educational and enlightening experience and I would like to thank all parties who were involved in an pursuing and obtaining an acceptable resolution.

Thank you.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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Sent: Wednesday, November 7, 2018 4:10 PM
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Thank You,
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FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
mobile: 571 431-2863

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Meindl, Max

From: Vardy, Loretta
Sent: Tuesday, November 13, 2018 2:11 PM
To: Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint
Attachments: FEMA EEO Withdrawal Form- Letterhead.doc

Thank you Mr. Meindl. I work with Karen who is currently on leave. I have forwarded your message to OER. I have been told to ask you to fill out the attached form and return it to me so that they can close the case out.

Thank you,
Loretta

Loretta Vardy
Branch Chief for Mediation and Training
ADR Division/OCC/FEMA
500 C Street SW
4NE 2407
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Office: 202-212-1563
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From: Meindl, Max
Sent: Tuesday, November 13, 2018 11:55 AM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>
Cc: Walters, Albert <Albert.Walters@fema.dhs.gov>; Vardy, Loretta <Loretta.Vardy@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Ms. Asaro,
Pursuant to the above referenced case number and complaint, I am formally requesting the withdrawal of my filing. I am satisfied with the results of my conversations with my supervisors and feel confident that the best interest of all parties would be best served with the withdrawal of my complaint.
Overall, it was an educational and enlightening experience and I would like to thank all parties who were involved in an pursuing and obtaining an acceptable resolution.

Thank you.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division

FEMA/HQ
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max.meindl@fema.dhs.gov



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From: Asaro, Karen
Sent: Wednesday, November 7, 2018 4:10 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Automatic reply: RA Request

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I will be out of the office until November 23, 2018 and I will not have access to email during this time. I will respond promptly upon my return.

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Thank You,
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FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
mobile: 571 431-2863

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Meindl, Max

From: Meindl, Max
Sent: Tuesday, November 13, 2018 11:19 AM
To: femamax@gmail.com
Subject: FW: Fed HR Review

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



FEMA

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From: McAllister, Jamie
Sent: Friday, November 9, 2018 10:17 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: Fed HR Review

Yes, you can either attach a Word doc with your comments to your file, or you can put them in the comment box which looks as follows just below where you sign electronically:

Quarter 3 Performance Review Acknowledgements

I certify that the quarter 3 progress review and discussion occurred.

Rating Official Signature

Erase e-Sign

Electronically signed by: *Jamie L. Mcallister*

Date

Rating Official Comments:

Employee Signature

Date

Employee Comments:

From: Meindl, Max
Sent: Friday, November 9, 2018 9:59 AM
To: McAllister, Jamie <jamie.mcallister@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: Fed HR Review

To clarify,
Yesterday you advised me that I could comment/upload in my evaluation pursuant to the points you initially proffered as concerns in my review, is that correct?
It was nice making your acquaintance also, and here's wishing you the best in your endeavors.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: McAllister, Jamie
Sent: Friday, November 9, 2018 9:51 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: Fed HR Review

Good Morning Max,

Very glad to meet you yesterday. The performance comments provided by Detra have been uploaded into FedHR under your case #248282 and I have also attached them. I believe that I have resolved the issue of the reviews being locked. HR sometimes locks the forms while they are working on them, and it's not uncommon to have this issue. Please go ahead and sign Quarter 2 and Quarter 3.

Quarter 2 documents in FEDHR were your Individual Development Plan that you had previously signed and a PDF of the performance goals.

Regards,

Jamie McAllister

Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
(202) 709-0851 Cell
jamie.mcallister@fema.dhs.gov

Meindl, Max

From: Meindl, Max
Sent: Tuesday, November 13, 2018 10:55 AM
To: Asaro, Karen
Cc: Walters, Albert; Vardy, Loretta; Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Ms. Asaro,

Pursuant to the above referenced case number and complaint, I am formally requesting the withdrawal of my filing. I am satisfied with the results of my conversations with my supervisors and feel confident that the best interest of all parties would be best served with the withdrawal of my complaint. Overall, it was an educational and enlightening experience and I would like to thank all parties who were involved in an pursuing and obtaining an acceptable resolution.

Thank you.

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DHS | FEMA-Recovery Directorate
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From: Asaro, Karen
Sent: Wednesday, November 7, 2018 4:10 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Automatic reply: RA Request

Hello,

I will be out of the office until November 23, 2018 and I will not have access to email during this time. I will respond promptly upon my return.

If you need to speak with someone during my absence please call Loretta Vardy at 202 286-8804.

Thank You,
Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407

Washington, DC 20472
mobile: 571 431-2863

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Meindl, Max

From: Walters, Albert
Sent: Tuesday, November 13, 2018 10:18 AM
To: Meindl, Max
Subject: RE: Mediation with Karen Asari

Max,

I am willing and we owe Karen an answer. I know she needs to report the progress on the mediation and I informed her that we were meeting last week. If we need to copy the lady she identified for immediate assistance we need to copy her on any communications with Karen. I am available today to discuss. You can call me on my cell.

Thanks,

Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

From: Meindl, Max
Sent: Tuesday, November 13, 2018 8:46 AM
To: Walters, Albert <Albert.Walters@fema.dhs.gov>
Subject: RE: Mediation with Karen Asari

You and I can wrap it up Albert, if you're willing.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



FEMA

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From: Walters, Albert
Sent: Friday, November 9, 2018 4:15 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Mediation with Karen Asari

Max,

We owe Karen an e mail or a call to discuss the mediation and your plans going forward. Do you want to have a discussion or do you want to set up a conference call with Karen. Let me know, I am in class next week but available on Tuesday for a call..

Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

Meindl, Max

From: Meindl, Max
Sent: Tuesday, November 13, 2018 8:50 AM
To: Walters, Albert
Subject: RE: Mediation with Karen Asari

Albert,
By the way, I appreciate your professional and kind assistance, it was a welcome change and experience.
Thank you.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Walters, Albert
Sent: Friday, November 9, 2018 4:15 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Mediation with Karen Asari

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Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

Meindl, Max

From: Meindl, Max
Sent: Tuesday, November 13, 2018 8:49 AM
To: Walters, Albert
Subject: RE: Mediation with Karen Asari

Albert,
I received the following from Karen last week:

Hello,

I will be out of the office until November 23, 2018 and I will not have access to email during this time. I will respond promptly upon my return.

If you need to speak with someone during my absence please call Loretta Vardy at 202 286-8804.

*Thank You,
Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
mobile: 571 431-2863*

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Walters, Albert
Sent: Friday, November 9, 2018 4:15 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Mediation with Karen Asari

Max,

We owe Karen an e mail or a call to discuss the mediation and your plans going forward. Do you want to have a discussion or do you want to set up a conference call with Karen. Let me know, I am in class next week but available on Tuesday for a call..

Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

Meindl, Max

From: Meindl, Max
Sent: Tuesday, November 13, 2018 8:46 AM
To: Walters, Albert
Subject: RE: Mediation with Karen Asari

You and I can wrap it up Albert, if you're willing.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
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Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

Meindl, Max

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To: Meindl, Max
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Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

Meindl, Max

From: McAllister, Jamie
Sent: Friday, November 9, 2018 10:17 AM
To: Meindl, Max
Cc: Terry, Detra
Subject: RE: Fed HR Review

Yes, you can either attach a Word doc with your comments to your file, or you can put them in the comment box which looks as follows just below where you sign electronically:

Quarter 3 Performance Review Acknowledgements

I certify that the quarter 3 progress review and discussion occurred.

Rating Official Signature

Erase e-Sign

Electronically signed by: *Jamie L. Mcallister*

Date

Rating Official Comments:

Employee Signature

Date

Employee Comments:

From: Meindl, Max
Sent: Friday, November 9, 2018 9:59 AM
To: McAllister, Jamie <jamie.mcallister@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: Fed HR Review

To clarify,

Yesterday you advised me that I could comment/upload in my evaluation pursuant to the points you initially proffered as concerns in my review, is that correct?

It was nice making your acquaintance also, and here's wishing you the best in your endeavors.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: McAllister, Jamie
Sent: Friday, November 9, 2018 9:51 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: Fed HR Review

Good Morning Max,

Very glad to meet you yesterday. The performance comments provided by Detra have been uploaded into FedHR under your case #248282 and I have also attached them. I believe that I have resolved the issue of the reviews being locked. HR sometimes locks the forms while they are working on them, and it's not uncommon to have this issue. Please go ahead and sign Quarter 2 and Quarter 3.

Quarter 2 documents in FEDHR were your Individual Development Plan that you had previously signed and a PDF of the performance goals.

Regards,

Jamie McAllister

Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
(202) 709-0851 Cell
jamie.mcallister@fema.dhs.gov

Meindl, Max

From: Chatman, Edward
Sent: Friday, November 2, 2018 9:31 AM
To: FEMA-4332-DR-TX-All-Hands
Subject: Security Procedures for Visitors & Guests
Attachments: FEMA Directive 121-3 Revision 1.pdf

Greetings,

The Security Staff and Management is requesting that we all comply with the FEMA Security Directive 121-3, Revision 1 regarding visitors and access to FEMA facilities.

If you are expecting visitor(s), you must provide the following information to the Security Manager in advance:

- Visitor(s) Name
- Affiliated Agency
- Point of Contact at the TRO (or Branches)
- Name and phone number of the person who will escort them (if different from the POC)

Attached please find the related guidelines. If you have any questions, please contact [Point of Contact](#)

Thank you!

Regards,

Edward Chatman
Security Manager
DR-4332-TX TRO
Federal Emergency Management Agency (FEMA)
Cell: 202-803-3548
edward.chatman@fema.dhs.gov

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:46 AM
To: femamax@gmail.com
Subject: FW: OER AHU-18-164 Closure Letter
Attachments: PAGS Sit With Guidance-10-26-18.pdf

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:45 AM
To: Lancaster, Dacia <Dacia.Lancaster@fema.dhs.gov>; FEMA.Harassment <fema.harassment@fema.dhs.gov>
Cc: FEMA-AID-Administrative Investigations Directive Committee <FEMA-AID-AdministrativeInvestigationsDirectiveCommittee@fema.dhs.gov>
Subject: RE: OER AHU-18-164 Closure Letter

Another issue to keep in mind is that the meetings I am having concerns about were called "Sit-With", see below. Policy was violated in even calling these meetings sit-withs, in my opinion.

-----Original Appointment-----

From: Harrison, Jade *Sent:* Tuesday, August 14, 2018 6:38 PM
To: Meindl, Max; Terry, Detra; Slie, Brian *Subject:* M. Meindl **Sit-with**
When: Wednesday, August 15, 2018 2:00 PM-2:30 PM (UTC-06:00) Central Time (US & Canada).
Where: Houston office- Rm 225, conference call number provided

From the Sit With Guidance document:

PAGS Sit-With Guidance

What is a sit-with?

***A sit-with is a one-on-one feedback coaching session** between a manager and staff. Staff will participate in an initial sit-with with their manager, during which they will discuss their previous disaster roles, particular technical specialties and skill sets. This discussion will inform leadership on the level of complexity for a staff's assignment.*

Please note that a sit-with is a one-on-one meeting and all of these alleged “sit-withs” were group hugs without the benefit of the hug, more like a ganging up on the new guy.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Lancaster, Dacia
Sent: Friday, October 19, 2018 5:38 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-AID-Administrative Investigations Directive Committee <FEMA-AID-AdministrativeInvestigationsDirectiveCommittee@fema.dhs.gov>
Subject: OER AHU-18-164 Closure Letter

Good afternoon,

Please see the attached response from the Office of Equal Rights, Director.

V/r,

Dacia Lancaster
Anti-Harassment Unit
Office of Equal Rights
DHS/FEMA

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:45 AM
To: Lancaster, Dacia; FEMA.Harassment
Cc: FEMA-AID-Administrative Investigations Directive Committee
Subject: RE: OER AHU-18-164 Closure Letter
Attachments: PAGS Sit With Guidance-10-26-18.pdf

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-----Original Appointment-----

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Please note that a sit-with is a one-on-one meeting and all of these alleged "sit-withs" were group hugs without the benefit of the hug, more like a ganging up on the new guy.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Lancaster, Dacia
Sent: Friday, October 19, 2018 5:38 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-AID-Administrative Investigations Directive Committee <FEMA-AID-AdministrativeInvestigationsDirectiveCommittee@fema.dhs.gov>
Subject: OER AHU-18-164 Closure Letter

Good afternoon,

Please see the attached response from the Office of Equal Rights, Director.

V/r,

Dacia Lancaster
Anti-Harassment Unit
Office of Equal Rights
DHS/FEMA

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:07 AM
To: femamax@gmail.com
Subject: FW: sit with comms
Attachments: RE: M. Meindl Sit-with; RE: M. Meindl Sit-with; RE: M. Meindl Sit-with; RE: M. Meindl Sit-with

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Meindl, Max
Sent: Wednesday, September 12, 2018 1:28 PM
To: Walters, Albert <Albert.Walters@fema.dhs.gov>
Subject: sit with comms

For your information, the sit with email chain that triggered the harassment filing.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:05 AM
To: femamax@gmail.com
Subject: FW: OER AHU-18-164 Closure Letter
Attachments: Albert.pdf

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



FEMA

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From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:03 AM
To: Lancaster, Dacia <Dacia.Lancaster@fema.dhs.gov>; FEMA.Harassment <fema.harassment@fema.dhs.gov>
Cc: FEMA-OCSCO-MISCON <fema-ocso-miscon@fema.dhs.gov>; Grant, Raphael <raphael.grant@fema.dhs.gov>; Hass, Andrew <andrew.hass@fema.dhs.gov>; Hayes, Ashton <ashton.hayes@fema.dhs.gov>; Hoburg, Leigh <Leigh.Hoburg@fema.dhs.gov>; Jackson, Robyne <Robyne.Jackson@fema.dhs.gov>; Jaeger, Michelle <michelle.jaeger@fema.dhs.gov>; Murrock, Kristin <kristin.murrock@fema.dhs.gov>; Pellicci, Kelley <Kelley.Pellicci@fema.dhs.gov>; Piper, Dalita <dalita.piper@fema.dhs.gov>
Subject: RE: OER AHU-18-164 Closure Letter

To whom it may concern,
I find the letter closing this complaint of harassment specious and inaccurate at best.
The statement that an investigation was conducted and "witness statement" and/or "evidence collected" led to allegations being unsubstantiated, is interesting at a minimum.
Pursuant to the attachment in this email and a copy of a previously sent email, sent to, what I assume to be the primary investigator, stipulated in no uncertain terms that there were no witnesses to the alleged harassment and that the harassment was my perception of an escalation or a previous meeting wherein I had been inappropriately accused and unprofessionally addressed in front of other parties.
The harassment claim has to do with my perception of the escalation only, no witnesses involved.

Below is a copy of the email stipulating my concerns when I filed the complaint:

From: Meindl, Max

Sent: Wednesday, September 12, 2018 1:19 PM

To: Walters, Albert <Albert.Walters@fema.dhs.gov>

Subject: cover email

I am, after a couple of weeks of considerable handwringing and possible/potential blowback considerations, hereby submitting the attached complaint, although I am very concerned about retaliation.

I have been falsely accused, in my opinion, and it appears the parties involved are escalating the issue to the possible detriment of my employment.

I categorically deny the allegations and assertions as put forth.

I have had a very successful tenure with FEMA since 09/2017 when deployed to the Beaumont East team.

I was a high producer of "applicant signed projects" and continue to do the same here as demonstrated in the Grants Manager Metrics.

I never had any problem with "communications" until all of the sudden I can't seem to do anything correct in my current deployment here in Houston.

I am dismayed with the process and attitude of the parties, the guilty until proven innocent prevailing mindset is inherently unfair.

A sit-with summary by TK Shadowens before my meeting with the DPAG could best described as "Fiction" because we never discussed the items in his summary report and I advised he and DPAG of the same.

Show me a specific example of the alleged "communication" or "body language" issue.

I have been falsely accused and convicted without any consideration for my perspective or statements to clarify.

I am submitting this to you as HR in confidence and would like to request a contact to the EEO group so I can file with them also because I feel this issue revolves around my disability and needs to be addressed.

I would also request a contact to ADR so I can pursue that avenue as well.

Please contact me with any questions, guidance, advice if required.

Please advise soonest.

Thank you in advance.

Max Meindl

832-293-3671

FEMA PDMG

Houston PA

202-374-9426

Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

Public Assistance Division

FEMA/HQ

202-374-9426

max.meindl@fema.dhs.gov



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From: Lancaster, Dacia

Sent: Friday, October 19, 2018 5:38 PM

To: Meindl, Max <max.meindl@fema.dhs.gov>

Cc: FEMA-AID-Administrative Investigations Directive Committee <FEMA-AID-

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Subject: OER AHU-18-164 Closure Letter

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V/r,

Dacia Lancaster
Anti-Harassment Unit
Office of Equal Rights
DHS/FEMA

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:03 AM
To: Lancaster, Dacia; FEMA.Harassment
Cc: FEMA-OC SO-MISCON; Grant, Raphael; Hass, Andrew; Hayes, Ashton; Hoburg, Leigh; Jackson, Robyne; Jaeger, Michelle; Murrock, Kristin; Pellicci, Kelley; Piper, Dalita
Subject: RE: OER AHU-18-164 Closure Letter
Attachments: Albert.pdf

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I have been falsely accused, in my opinion, and it appears the parties involved are escalating the issue to the possible detriment of my employment.
I categorically deny the allegations and assertions as put forth.
I have had a very successful tenure with FEMA since 09/2017 when deployed to the Beaumont East team.
I was a high producer of "applicant signed projects" and continue to do the same here as demonstrated in the Grants Manager Metrics.
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I would also request a contact to ADR so I can pursue that avenue as well.
Please contact me with any questions, guidance, advice if required.
Please advise soonest.*

*Thank you in advance.
Max Meindl
832-293-3671*

*FEMA PDMG
Houston PA*

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Lancaster, Dacia
Sent: Friday, October 19, 2018 5:38 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-AID-Administrative Investigations Directive Committee <FEMA-AID-AdministrativeInvestigationsDirectiveCommittee@fema.dhs.gov>
Subject: OER AHU-18-164 Closure Letter

Good afternoon,

Please see the attached response from the Office of Equal Rights, Director.

V/r,

Dacia Lancaster
Anti-Harassment Unit
Office of Equal Rights
DHS/FEMA