

Date: 3/2/2020 9:01:33 AM
From: "Meindl, Max" max.meindl@fema.dhs.gov
To: femamax@gmail.com
Subject: FW: FMLA RECERTIFICATION
Attachment: image001.png;image002.png;FMLA RECERT 11-05-2019.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<mailto:max.meindl@fema.dhs.gov>
[fema]

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[REG 6]

From: Meindl, Max
Sent: Tuesday, November 5, 2019 11:16 AM
To: patricia.silva@fema.dhs.gov
Subject: FMLA RECERTIFICATION

"CONFIDENTIAL MEDICAL RECORDS"

As part of the certification process, the employer will almost certainly
obtain sensitive medical information regarding the employee. The FMLA
right to privacy places strict limits on how the employer must treat this
information. Federal
regulations<<https://www.law.cornell.edu/cfr/text/29/825.500>> require that
information related to an FMLA leave request must be treated as
"confidential medical records" and kept in "separate files/records from
the usual personnel files." This point is important, and bears repeating:
employee medical information should never be kept in the employee's basic
personnel file. Instead, the employer must keep a second, parallel
personnel file which includes any information related to the FMLA request
or other employee medical issues. If a supervisor - or anyone else -
asks for a worker's personnel file, the company should provide the file
without the medical information.

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