

Date: 3/25/2020 9:50:09 AM
From: "Meindl, Max" max.meindl@fema.dhs.gov
To: femamax@gmail.com
Subject: FW: FMLA/Reasonable accommodation
image001.png;image002.png;image004.png;image006.png;image008.png;Fact
Attachment: Sheet - RA - Employees Guide to FEMA RA Process.pdf;RA-03042020-
rev1.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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approval of an authorized DHS official.

[REG 6]

From: Jackson, Keya <keya.m.jackson@fema.dhs.gov>
Sent: Wednesday, March 4, 2020 3:47 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Gause, Jacqueline
<jacqueline.gause@fema.dhs.gov>
Cc: femamax@gmail.com
Subject: RE: FMLA/Reasonable accommodation

Thank you for the information. I have attached a copy of the Reasonable
Accommodation Fact Sheet and I have highlighted in yellow the questions
that need to be addressed in your doctor's note. I would recommend taking
this with you to your appointment.

I have reattached your 256. You and your SOR (Supervisor of Record) will
need to have an interactive conversation to discuss the need of your
request. Page 1 has already been completed. Your SOR will need to review
your doctors note and complete page 2 of the 256 to include box 16, with a
detailed explanation. Once all is completed, please get page 1 and 2 back
to me. If should have any questions, please let me know.

Warm Regards,
Keya Jackson
Lead Equal Rights Advisor
202-856-1961

From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Wednesday, March 4, 2020 2:26 PM
To: Jackson, Keya <keya.m.jackson@fema.dhs.gov>; Gause, Jacqueline
<jacqueline.gause@fema.dhs.gov>
Cc: Scott, Charise <charise.scott@fema.dhs.gov>; Nguyen, Tam

<Tam.Nguyen@fema.dhs.gov>; femamax@gmail.com
Subject: RE: FMLA/Reasonable accommodation

Core

Max J Meindl, PMP
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Sent: Wednesday, March 4, 2020 2:25 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Gause, Jacqueline
<jacqueline.gause@fema.dhs.gov>
Cc: Scott, Charise <charise.scott@fema.dhs.gov>; Nguyen, Tam
<Tam.Nguyen@fema.dhs.gov>; femamax@gmail.com
Subject: RE: FMLA/Reasonable accommodation

Max,

Thank you for reaching out for guidance regarding reasonable
accommodation. Can you please tell me if you are a CORE or a Reservist?

Moving forward in our communication, I will taking Charise and Tam of the
email chain. They are no longer deployed to 4332

Warm Regards,
Keya Jackson
Lead Equal Rights Advisor
202-856-1961

From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Wednesday, March 4, 2020 9:40 AM
To: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Cc: Jackson, Keya <keya.m.jackson@fema.dhs.gov>; Scott, Charise
<charise.scott@fema.dhs.gov>; Nguyen, Tam <Tam.Nguyen@fema.dhs.gov>;
femamax@gmail.com
Subject: RE: FMLA/Reasonable accommodation

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From: Meindl, Max
Sent: Wednesday, March 4, 2020 9:21 AM
To: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Cc: Jackson, Keya <keya.m.jackson@fema.dhs.gov>; Scott, Charise
<charise.scott@fema.dhs.gov>; Nguyen, Tam <Tam.Nguyen@fema.dhs.gov>;
femamax@gmail.com
Subject: RE: FMLA/Reasonable accommodation

JG,

I am concerned about exposure to sneezing and coughing here at work and
was considering requesting a short term (2-6 weeks) reasonable
accommodation to medical-telework while this virus makes its way through
the population.

With a weakened immune system, heart issues and respiratory issues (COPD)
and using inhalers, needless to say, I am way beyond concerned.

I don't want to seem like a scare monger or get on leaderships bad boy
list for requesting an RA, so I don't know what to do at this time.

I am very concerned.

Please advise soonest.

When considering the escalating issue with the Corona Virus, I found this
information from a CDC presentation yesterday:

Transcript for the CDC Telebriefing Update on COVID-19
Press Briefing Transcript
Tuesday, March 3, 2020

While information so far suggests that most COVID-19 illness is mild, a
report out of China suggest serious illness occurs in 16% of cases.
Older people and people with underlying health conditions, like heart
disease, lung disease and diabetes, for example, were about twice as
likely to develop serious outcomes versus otherwise younger, healthier
people.

We are particularly concerned about these people given the growing number
of cases in the United States as well as those with suspected community
spread.

There are a spectrum of actions that can reduce spread and impact.

These are science-based and come from our play book on mitigating disease
impact.

I want to stress the personal action that individuals can take.

Each year we recommend people wash their hands, cover their cough and
sneezes and stay away from people who are sick.

This is the other side of not spreading the disease, which is not catching
it. Think twice before you expose yourself to someone who is showing
symptoms.

This is especially important for people who are older and have underlying
health conditions. For seniors, preparedness may also mean making sure
you have adequate supplies of routine medications, like medication for
blood pressure and diabetes. This is always part of what CDC recommends
for preparedness.

If you're 65 and older and particularly if you live in areas where there's on going community spread, you need to think about what actions you can take to reduce your exposure.

From CDC Alert:
What May Happen

More cases of COVID-19 are likely to be identified in the coming days, including more cases in the United States.
It's also likely that person-to-person spread will continue to occur, including in communities in the United States.
It's likely that at some point, widespread transmission of COVID-19 in the United States will occur.
Widespread transmission of COVID-19 would translate into large numbers of people needing medical care at the same time.
Schools, childcare centers, workplaces, and other places for mass gatherings may experience more absenteeism.

Public health and healthcare systems may become overloaded, with elevated rates of hospitalizations and deaths.
Other critical infrastructure, such as law enforcement, emergency medical services, and transportation industry may also be affected. Health care providers and hospitals may be overwhelmed.

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From: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Sent: Wednesday, November 6, 2019 11:20 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FMLA/Reasonable accommodation

Good morning,

Thank you for providing the FMLA update information. Your FMLA file has been updated accordingly. Within your documentation your physician states you have a disabling medical condition which needs to be accommodated. As you know on prior occasions I have recommended you request a Reasonable Accommodations for your condition. I have attached the FEMA Form 256 for your review and consideration again. Your physician indicates you need scheduling flexibility therefore I have prepared the form for you in draft to consider. Your physician also indicated that your absences may become more excessive. If this occurs then at that time we will work with you accordingly to see if other arrangements need to be made.

The ERO Lead for the TRO is Keya Jackson (202-856-1961). You can reach out to her with any questions you may have about the reasonable accommodations

process.

Please let me know if you have any other 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