

FORMAL WRITTEN COMPLAINT

DISCRIMINATION AND HARASSMENT AT FEMA

1. Your name, address, and telephone number;
 - a. Max J Meindl
 - b. 5 E Austin, Bellville, Texas 77418
 - c. 832-293-3671
2. A short description of the events that you believe were discriminatory (for example, you were terminated, demoted, harassed);
 - a. I am being targeted by leadership for special attention.
 - b. Retaliation FOR WRITING A COMPLAINT OUTLING MY CONCERNS TO THE OFFICE Chief of Staff, Sandra Cooley.
 - c. Harassment
 - d. I am being denied promotional opportunities
 - e. I feel as if I am being harassed for pointing out the inexperience of FEMA middle management and the way they treat their employees.
 - f. I am being harassed because of my disability and health conditions and pointing out to management their misinterpretation of the FMLA when they tried to stop me from doing reduced hours per the law.
 - g. I haD a very problematic heart surgery in April 2019 and FEMA management has been less than understanding in my recovery process from several chronic conditions.
 - h. They are judiciously papering the file to imply deficiencies in my performance while at the same time the State of Texas is requesting my being assigned to complex applicants based upon my performance ability in moving applicant forward in the grant process.
 - i. This is personal with someone in leadership.
 - j. For example, I was written up for copying and pasting a technical response from a co-worker in an answer to another co-worker. As an individual with paralegal experience I would never paraphrase a deposition so why would I paraphrase a technical response in an email. These are legal and permanent files that are part of the recovery process. I have sent several thousand emails over the course of the disaster and management picks to write me up on so they can paper a trail that inevitably, as they plan, will lead to having me terminated or not renew my contract.
 - k. Individuals with 1/5th my experience are being offered promotions when I am the only one in the office with the required/mandated FEMA appropriate training classes and an open task book for the position. These individuals come to me for advice on their applicants.
 - l. As the record from a congressional hearing stipulates: **HEARING BEFORE THE
SUBCOMMITTEE ON OVERSIGHT AND MANAGEMENT EFFICIENCY OF THE
COMMITTEE ON HOMELAND SECURITY HOUSE OF REPRESENTATIVES ONE HUNDRED FIFTEENTH C
ONGRESS FIRST SESSION JULY 27, 2017 Serial No. 115-25**
 - m. "Also is morale an issue for FEMA? Measuring morale, **FEMA is ranked 284th out of 305 agency subcomponents, which means that the agency index scores fall well below average. The FEMA work force expressed dissatisfaction with agency leadership, their fairness of performance reviews, and opportunities for professional development.** Research shows that effective leadership is the key driver of employee satisfaction. In order to improve employee morale, FEMA must provide robust training to new supervisors, motivate and engage employees, and recognize, of course, high performers."
 - n.

3. Why you believe you were discriminated against (for example, because of your race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, genetic information or retaliation);
 - a. Age, medical condition, filing a complaint, FMLA request, reasonable accommodation request, speaking my mind when I observe inappropriate middle management “orders” or decisions, that violate policy and procedures, which by the way, we are encouraged to do by the current administrator, Pete Gaynor.
 4. A short description of any injury you suffered.
 - a. Hard to determine but I abhor having to go to work now-a-days and feel constantly harassed, written up over nonsensical issues, performance is not recognized, no opportunity to grow or be promoted to positions I am qualified for and could be compensated at a higher level. The stress is not good for my health in any way shape or form. A toxic worksite for me.
- Your signature (or your lawyer's signature).

ATTACHMENTS

From: Alexander, Dennis <dennis.alexander@fema.dhs.gov>
Sent: Thursday, February 27, 2020 11:58:35 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>; White, Richard <richard.white@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Dyson, Robert <Robert.Dyson@fema.dhs.gov>; Richardson, Derek <derek.richardson.2@fema.dhs.gov>
Subject: RE: TFL Reassignment

Max,

Leadership decides who they want in any given position. Currently you are trending toward deficiency in two critical areas of your performance and until they have been addressed and sustained improvement demonstrated I will not support as supervisor detail assignments or promotions. To be clear once you have improved in these areas and have my support as your supervisor there is no guarantee you will be selected.

But again, Sr. Leadership using their on consistently applied criteria will make their selections about various positions.

V/R

Dennis

Dennis J. Alexander, P.E.
Public Assistance Group Supervisor
Disaster DR4332 TX-- Harvey
TRO TX Harris County Branch II
8223 Willow Place Drive South
Houston, TX 77070
281-897-2017 Desk Phone
737-230-8182 Cell Phone
979-885-8256 Alternate Cell
Dennis.alexander@fema.dhs.gov



FEMA

From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Tuesday, February 25, 2020 1:54 PM
To: White, Richard <richard.white@fema.dhs.gov>
Cc: Alexander, Dennis <dennis.alexander@fema.dhs.gov>; Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: RE: TFL Reassignment

Any idea why I never get the TFL opportunity?

I'm the only one in the office who's taken the TFL training, has an open TFL Task Book and has over 31 months of experience as compared to 6-8 months for everyone else.

Am I being purposefully blackballed from performing TFL activities?

I definitely have more experience and time in the seat so to speak.

Highly unfair and improper.

GUESS WHO'S THE TFL'S

COMPLETE RTM

Staff Name	Completed Tasks	Incomplete Tasks			Average Days to Complete Task	% Tasks Completed before Deadline
		Total	Overdue	On Hold w/ RFI		
MEINDL, MAX	9	0	0	0	0	100%
Emmers, Michael G.	1	0	0	0	0	100%
Heath, Tywon A.	1	0	0	0	0	100%

PDMG REVIEW SCOPE

COST

Staff Name	Completed Tasks	Incomplete Tasks			Average Days to Complete Task	% Tasks Completed before Deadline
		Total	Overdue	On Hold w/ RFI		
MEINDL, MAX	70	0	0	0	2.3	89%
Heath, Tywon A.	12	1	1	0	3.1	83%
Emmers, Michael G.	2	1	1	0	31	0%

REVIEW AND COMPLETE

EEI

Staff Name	Completed Tasks	Incomplete Tasks			Average Days to Complete Task	% Tasks Completed before Deadline
		Total	Overdue	On Hold w/ RFI		
MEINDL, MAX	259	0	0	0	1.6	96%
Heath, Tywon A.	44	10	10	0	3.3	75%
Emmers, Michael G.	8	0	0	0	11.5	88%

VERIFY RFI

Staff Name	Completed Tasks	Incomplete Tasks			Average Days to Complete Task	% Tasks Completed before Deadline
		Total	Overdue	On Hold w/ RFI		

MEINDL, MAX	63	0	0	0	0.4	98%
Heath, Tywon A.	4	0	0	0	7	75%
Emmers, Michael G.	1	0	0	0	0	100%

CONFIRM EEI

Staff Name	Completed Tasks	Incomplete Tasks			Average Days to Complete Task	% Tasks Completed before Deadline
		Total	Overdue	On Hold w/ RFI		
MEINDL, MAX	499	4	3	0	11.9	67%
Heath, Tywon A.	117	10	10	0	5.7	79%
Emmers, Michael G.	13	6	5	2	8.2	69%

REVIEW DDD

Staff Name	Completed Tasks	Incomplete Tasks			Average Days to Complete Task	% Tasks Completed before Deadline
		Total	Overdue	On Hold w/ RFI		
MEINDL, MAX	151	4	4	0	0.8	93%
Heath, Tywon A.	23	7	6	0	4.9	57%
Emmers, Michael G.	16	0	0	0	7.6	63%

COMPLETE SCOPE

COSTING

Staff Name	Completed Tasks	Incomplete Tasks			Average Days to Complete Task	% Tasks Completed before Deadline
		Total	Overdue	On Hold w/ RFI		
MEINDL, MAX	160	1	1	0	10.8	75%
Heath, Tywon A.	13	0	0	0	2.4	92%
Emmers, Michael G.	3	1	1	0	3	100%

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

From: femamax@gmail.com <femamax@gmail.com>
Sent: Thursday, February 27, 2020 12:07 PM
To: 'Alexander, Dennis' <dennis.alexander@fema.dhs.gov>
Subject: DEFICIENCY

I understand your position Dennis but I do have a different perspective of my performance.

To condemn me to purgatory over 2 emails out of several thousand that I have sent reeks of pettiness at a minimum.

You know what is going on here so we'll let sleeping dogs lie.

My performance has been effective as indicated below but everyone can tell a story the way they wish.

Appreciate your kind and professional feedback.

(Note to EEOC, see attached document)

Max

"No act of kindness, no matter how small, is ever wasted." — [Aesop](#)

"A spoon cannot taste of the food it carries. Likewise, a foolish man cannot understand the wise man's wisdom even if he associates with a sage." — [Dalai Lama](#)

From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Wednesday, October 30, 2019 9:06:35 AM
To: Cooley, Sandra <Sandra.Cooley@fema.dhs.gov>
Cc: femamax@gmail.com <femamax@gmail.com>
Subject: RE: FMLA Recertification - M. Meindl

Ms. Cooley,

Thank you so very much for the clarification.

I hope to have the recertification done this week or early next week, based upon current medical issues/assessments although, I have been scheduled for additional CAT scans and associated testing.

The scope of the medical issues is evolving but I very much appreciate having a workload that keeps me busy and distracted from my physical issues, although my morning startup is a bit challenging.

I try to be here by 8:30 – 09:00 and work until 4:30 or 5:30 to ensure I get my full 8 hours in.

This year, with all of the unpaid leave, has put a definite stress on the family and the finances.

I appreciate your kind and detailed response to my concerns.

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

From: Cooley, Sandra <Sandra.Cooley@fema.dhs.gov>
Sent: Wednesday, October 30, 2019 7:17 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: femamax@gmail.com; Cooley, Sandra <Sandra.Cooley@fema.dhs.gov>
Subject: RE: FMLA Recertification - M. Meindl

Max,

Thank you for reaching out. I want you to know that your Supervisor, Tim Wick is working hard to ensure he takes care of and supports all of his employees. At this Tim is only attempting to ensure that you have a updated FMLA in place nothing more. Next he will reassess the workload of all staff performing the same work and each person is contributing to the workload in a manner consistent with the requirements of their assigned position. He will make the necessary adjustments to ensure the workload is properly distributed in a manner which provides equity to his employees and efficiency of support to customers. Any employee carrying too much will have the work reduced and any employee not carrying enough will have the work increased. Employees who need FMLA or Reasonable Accommodations will be supported without exception. However this does not mean that we will reduce the quantity or quality of the work to be performed. Employees who need to take leave will be required to manage their workload and not allow their absences to impact their customers or put a burden on their co-workers to cover for them. Tim's approach of each employee being held accountable to perform the work assigned is a little different than his previously approach. In the past Tim when employees called in at the last minute he assigned others to cover for them in the new approach he will assign others to cover and then have the absent employee cover for the other employee to keep the workload distributed equally. This approach is not designed to make anyone feel singled out but rather to create a work environment where the expectation is that each employee contributes toward the mission consistent in regards to quality and quantity of work performed.

Please be patient as we go through this process of supporting Tim and other TRO Supervisors who have been so driven from a JFO perspective to just get the work done that as we shift to more of a fix cite operational posture we have to also foster a work environment which supports high performing teams where everyone contributes with or without an accommodation or FMLA.

I hope this email helps to clarify your understanding.

Sandra A. Cooley

Acting Chief of Staff/Deputy Chief of Staff
Field Leadership Chief of Staff – Type 1
Texas Recovery Office – Harvey
M: 202.805.6761
E: sandra.cooley@fema.dhs.gov

Sincerely,
Your Signature Block

From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Tuesday, October 22, 2019 4:48 PM
To: Cooley, Sandra <Sandra.Cooley@fema.dhs.gov>
Cc: femamax@gmail.com
Subject: FW: FMLA Recertification - M. Meindl

Ms. Cooley,
I am forwarding this email to you for information purposes.
I have no problem doing the FMLA recertification, subject to the time issues and making appointments.
What concerns me is that I feel as if I have been singled out for special attention.
The who of that issue is subject to a bit of detective work but I know who has questioned me in the past.
If I wasn't doing my job, that would be one thing but I am doing it and I do it well.
If you have any insight or words of encouragement.. send them on.

Be well.

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

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

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

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

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>
Subject: FW: FMLA Recertification - M. Meindl

Ms. Cooley,
I am forwarding this email to you for information purposes.
I have no problem doing the FMLA recertification, subject to the time issues and making appointments.
What concerns me is that I feel as if I have been singled out for special attention.
The who of that issue is subject to a bit of detective work but I know who has questioned me in the past.
If I wasn't doing my job, that would be one thing but I am doing it and I do it well.
If you have any insight or words of encouragement.. send them on.

Be well.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426

From: femamax@gmail.com <femamax@gmail.com>

Sent: Thursday, February 27, 2020 12:07 PM

To: 'Alexander, Dennis' <dennis.alexander@fema.dhs.gov>

Subject: DEFICIENCY

I understand your position Dennis but I do have a different perspective of my performance.

To condemn me to purgatory over 2 emails out of several thousand that I have sent reeks of pettiness at a minimum.

You know what is going on here so we'll let sleeping dogs lie.

My performance has been effective as indicated below but everyone can tell a story the way they wish.

Appreciate your kind and professional feedback.

Staff Name	RTM Completed Tasks	Staff Name	REVIEW AND COMPLETE EEI	Staff Name	PDMG COMPLETE DDD	Staff Name	COMPLETE PROJECT SCOPE AND COST ROUTING	Staff Name	PDMG REVIEW DDD/SCOPE/COST	Staff Name	PDMG REVIEW SCOPE/COST	Staff Name	COMPLETE INITIAL PROJECT DEVELOPMENT	Staff Name	REVIEW CREATED RFI (PDMG)	Staff Name	VERIFY RFI (PDMG)	Staff Name	COMPLETE WORK ORDER
Denson, Melva E.	9	CLEBOURN-MCPHERSO, TOYA V.	460	Phillips, Natalie M.	621	SHERMAN, ZERA R.	182	MEINDL, MAX	158	Legere, Shane C.	122	MEINDL, MAX	501	MEINDL, MAX	55	MEINDL, MAX	63	CLEBOURN-MCPHERSO, TOYA V.	118
MEINDL, MAX	9	Phillips, Natalie M.	394	Denson, Melva E.	464	MEINDL, MAX	162	CLEBOURN-MCPHERSO, TOYA V.	147	Marchetto, Jeffrey	102	CLEBOURN-MCPHERSO, TOYA V.	408	Phillips, Natalie M.	26	Phillips, Natalie M.	15	Phillips, Natalie M.	102
Teston, Sheree R.	9	Davis, Henry E.	340	SHERMAN, ZERA R.	384	Phillips, Natalie M.	162	Phillips, Natalie M.	135	Phillips, Natalie M.	95	Phillips, Natalie M.	404	Burris, Terry L.	20	RABSATT JR, ECEDRO	14	SHERMAN, ZERA R.	58
Cassidy, Richard	8	MEINDL, MAX	260	Afolayan, Akinlabi A.	361	Bassett, Jerome	123	Davis, Henry E.	131	ALJABBARY, MWFAQ	75	Davis, Henry E.	356	RABSATT JR, ECEDRO	17	Simonson, Nikolas	14	Bassett, Jerome	42
Legere, Shane C.	8	SHERMAN, ZERA R.	228	FOSTER, SHONDALON G.	354	Denson, Melva E.	106	Cassidy, Richard	96	Simonson, Nikolas	73	SHERMAN, ZERA R.	288	SHERMAN, ZERA R.	16	LaPoten, Halden	13	Stevens, Mark D.	41
Miller, summer M.	8	Denson, Melva E.	226	CLEBOURN-MCPHERSO, TOYA V.	347	Simonson, Nikolas	101	Burris, Terry L.	83	MEINDL, MAX	70	Bassett, Jerome	264	CLEBOURN-MCPHERSO, TOYA V.	15	Cassidy, Richard	12	MEINDL, MAX	30
White, Richard A.	7	Simonson, Nikolas	210	Simonson, Nikolas	238	FOSTER, SHONDALON G.	84	LaPoten, Halden	81	SHERMAN, ZERA R.	69	JOHNSON, BRENDA R.	253	Simonson, Nikolas	15	d'Amecourt, John C.	11	Simonson, Nikolas	29
JOHNSON, BRENDA R.	6	Afolayan, Akinlabi A.	172	MEINDL, MAX	202	Cassidy, Richard	80	Denson, Melva E.	77	Vulgamore, Joe R.	63	Afolayan, Akinlabi A.	235	Cassidy, Richard	14	Patten, Russell E.	11	Marchetto, Jeffrey	28
Phillips, Natalie M.	6	LaPoten, Halden	170	Bassett, Jerome	185	Marchetto, Jeffrey	79	RABSATT JR, ECEDRO	76	Denson, Melva E.	55	Simonson, Nikolas	220	ALJABBARY, MWFAQ	13	Sanders, Marlys	10	Vulgamore, Joe R.	28

Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 2:22 PM
To: femamax@gmail.com
Subject: FMLA
Attachments: Electronic Code of Federal Regulations-PART 825—THE FAMILY AND MEDICAL LEAVE ACT OF 1993.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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Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 2:06 PM
To: Alexander, Dennis
Subject: RE: WebTA

FYI:

From: Gause, Jacqueline
Sent: Tuesday, May 21, 2019 10:04 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: Reasonable accommodation

Good morning Max,

I believe a little while back you requested to work reduced hours due to medical restrictions. I have reached out to ERO to get more guidance on what employees can do in situations where a supervisor/leadership initially denies an alternative work schedule that was due to medical reason. If you still need or wish to pursue an alternate work schedule through the reasonable accommodation route you can reach out to ERO for more guidance.

*Charise Scott - 202-856-2114
Tam Nguyen - 609-508-2673*

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

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



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From: Alexander, Dennis
Sent: Wednesday, June 26, 2019 1:53 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: WebTA

FYI, maybe you know this, but FMLA is for a long term out of office, not for a few hours here or there.

*Thanks,
Dennis*

Dennis J. Alexander, P.E.
Public Assistance Group Supervisor
Disaster DR4332 TX-- Harvey
TRO TX Harris County Branch II
8332 Willow Place Drive South
Houston, TX 77070
281-897-2017 Desk Phone
737-230-8182 Cell Phone
Dennis.alexander@fema.dhs.gov



From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:47 PM
To: Alexander, Dennis <dennis.alexander@fema.dhs.gov>
Subject: FW: WebTA

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

Sent: Wednesday, May 29, 2019 9:56 AM

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

Cc: Terry, Detra <detra.terry@fema.dhs.gov>

Subject: RE: WebTA

Good morning,

FMLA does not carry any leave. FMLA allows an employee to take up to 480 hours of unpaid for a personal or family medical situation.

Excerpt from OPM:

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The employee can request FMLA LWOP, but will not receive any compensation. If the employee wishes to be paid while out on leave they will need to use their annual or sick leave with the FMLA code.

If you have additional questions or need me to go into further detail please let me know.

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

Sent: Friday, May 24, 2019 9:39 AM

To: Atchison, Randy <Randy.Atchison@fema.dhs.gov>

Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>

Subject: WebTA

Randy,

My understanding is that with approved MFLA I am not required to use up my sick days or annual leave.

I requested MFLA leave without pay which I have been doing for several weeks now.

Please advise soonest.

"Cannot take TWOP until all your leave has been used. Also please put the hours in the day block of the calendar. Thank You Randy Atchison"

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: Wednesday, June 26, 2019 2:01 PM
To: Alexander, Dennis
Subject: RE: WebTA



Amount of Leave – Intermittent Leave

§ 825.202

- Employee is entitled to take intermittent or reduced schedule leave for:
 - Employee's or qualifying family member's serious health condition when the leave is medically necessary
 - Covered servicemember's serious injury or illness when the leave is medically necessary
 - A qualifying exigency arising out of a military member's covered active duty status
- Leave to bond with a child after the birth or placement must be taken as a continuous block of leave unless the employer agrees to allow intermittent or reduced schedule leave



U.S. Department of Labor
Wage and Hour Division

| 1-866-4-USWAGE

| www.dol.gov/whd



§825.202 Intermittent leave or reduced leave schedule.

(a) *Definition.* FMLA leave may be taken intermittently or on a reduced leave schedule under certain circumstances. *Intermittent leave* is FMLA leave taken in separate blocks of time due to a single qualifying reason. A *reduced leave schedule* is a leave schedule that reduces an employee's usual number of working hours per workweek, or hours per workday. A reduced leave schedule is a change in the employee's schedule for a period of time, normally from full-time to part-time.

(b) *Medical necessity.* For intermittent leave or leave on a reduced leave schedule taken because of one's own serious health condition, to care for a spouse, parent, son, or daughter with a serious health condition, or to care for a covered servicemember with a serious injury or illness, there must be a medical need for leave and it must be that such medical need can be best accommodated through an intermittent or reduced leave schedule. The treatment regimen and other information described in the certification of a serious health condition and in the certification of a serious injury or illness, if required by the employer, addresses the medical necessity of intermittent leave or leave on a reduced leave schedule. See §§825.306, 825.310. Leave may be taken intermittently or on a reduced leave schedule when medically necessary for planned and/or unanticipated medical treatment of a serious health condition or of a covered servicemember's serious injury or illness, or for recovery from treatment or recovery from a serious health condition or a covered servicemember's serious injury or illness. It may also be taken to provide care or psychological comfort to a covered family member with a serious health condition or a covered servicemember with a serious injury or illness.

(1) Intermittent leave may be taken for a serious health condition of a spouse, parent, son, or daughter, for the employee's own serious health condition, or a serious injury or illness of a covered servicemember which requires treatment by a health care provider periodically, rather than for one continuous period of time, and may include leave of periods from an hour or more to several weeks. Examples of intermittent leave would include leave taken on an occasional basis for medical appointments, or leave taken several days at a time spread over a period of six months, such as for chemotherapy. A pregnant employee may take leave intermittently for prenatal examinations or for her own condition, such as for periods of severe morning sickness. An example of an employee taking leave on a reduced leave

schedule is an employee who is recovering from a serious health condition and is not strong enough to work a full-time schedule.

(2) Intermittent or reduced schedule leave may be taken for absences where the employee or family member is incapacitated or unable to perform the essential functions of the position because of a chronic serious health condition or a serious injury or illness of a covered servicemember, even if he or she does not receive treatment by a health care provider. See §§825.113 and 825.127.

(c) *Birth or placement*. When leave is taken after the birth of a healthy child or placement of a healthy child for adoption or foster care, an employee may take leave intermittently or on a reduced leave schedule only if the employer agrees. Such a schedule reduction might occur, for example, where an employee, with the employer's agreement, works part-time after the birth of a child, or takes leave in several segments. The employer's agreement is not required, however, for leave during which the expectant mother has a serious health condition in connection with the birth of her child or if the newborn child has a serious health condition. See §825.204 for rules governing transfer to an alternative position that better accommodates intermittent leave. See also §825.120 (pregnancy) and §825.121 (adoption and foster care).

(d) *Qualifying exigency*. Leave due to a qualifying exigency may be taken on an intermittent or reduced leave schedule basis.

[78 FR 8902, Feb. 6, 2013, as amended at 80 FR 10001, Feb. 25, 2015]

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: Alexander, Dennis
Sent: Wednesday, June 26, 2019 1:53 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: WebTA

FYI, maybe you know this, but FMLA is for a long term out of office, not for a few hours here or there.

*Thanks,
Dennis*

Dennis J. Alexander, P.E.
Public Assistance Group Supervisor
Disaster DR4332 TX-- Harvey
TRO TX Harris County Branch II
8332 Willow Place Drive South
Houston, TX 77070
281-897-2017 Desk Phone
737-230-8182 Cell Phone
Dennis.alexander@fema.dhs.gov



From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:47 PM
To: Alexander, Dennis <dennis.alexander@fema.dhs.gov>
Subject: FW: WebTA

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



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From: Gause, Jacqueline
Sent: Wednesday, May 29, 2019 9:56 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Atchison, Randy <Randy.Atchison@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: WebTA

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If you have additional questions or need me to go into further detail please let me know.

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

Sent: Friday, May 24, 2019 9:39 AM

To: Atchison, Randy <Randy.Atchison@dhs.gov>

Cc: Gause, Jacqueline <jacqueline.gause@dhs.gov>; Terry, Detra <detra.terry@dhs.gov>

Subject: WebTA

Randy,

My understanding is that with approved MFLA I am not required to use up my sick days or annual leave.

I requested MFLA leave without pay which I have been doing for several weeks now.

Please advise soonest.

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:53 PM
To: Alexander, Dennis
Subject: RE: WebTA

It allows for reduced hours.

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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*Thanks,
Dennis*

Dennis J. Alexander, P.E.
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281-897-2017 Desk Phone
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From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:47 PM
To: Alexander, Dennis <dennis.alexander@fema.dhs.gov>
Subject: FW: WebTA

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Sent: Wednesday, May 29, 2019 9:56 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Atchison, Randy <Randy.Atkison@fema.dhs.gov>
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Human Resources
Federal Emergency Management Agency
Department of Homeland Security
Hurricane Harvey-DR4332-TX
Texas Recovery Office
Houston, TX
Mobile: 202-322-6241

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Sent: Friday, May 24, 2019 9:39 AM
To: Atchison, Randy <Randy.Atchison@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>
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Human Resources

Federal Emergency Management Agency

Department of Homeland Security

Hurricane Harvey-DR4332-TX

Texas Recovery Office

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Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:51 PM
To: Alexander, Dennis
Subject: FW: WebTa

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: Agaiby, Angela
Sent: Tuesday, May 14, 2019 9:33 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: WebTa

Good morning,

Please submit your oLWOP/FMLA request in WebTA under leave a premium pay for 05/09/19 and 05/10/19. Once your supervisor has approved the request please go into the system and re-affirm your time. Then I can validate.

Please let me know if you have any questions.

Thank you

Angela Agaiby
PA Operations Support Specialist
DR-4332
8223 Willow Place Dr. S
Houston, TX 77070
512-574-7612
Angela.Agaiby@FEMA.DHS.GOV

Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:47 PM
To: Alexander, Dennis
Subject: FW: WebTA

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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Federal Emergency Management Agency
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Hurricane Harvey-DR4332-TX
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Mobile: 202-322-6241

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:44 PM
To: Alexander, Dennis
Subject: FW: Timesheet FMLA

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
Sent: Tuesday, April 23, 2019 3:10 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Obasa, Babajide <babajide.obasa@fema.dhs.gov>
Subject: RE: Timesheet FMLA

Good afternoon,

I will need you to provide me with your paystub showing your hours worked. You can obtain this information from my epp. I need you to submit paystub from when you converted to CORE, PP25 (2018), and PP 7 (2019).

Please let me know if you have any other questions.

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
Sent: Tuesday, April 23, 2019 1:30 PM
To: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Cc: Obasa, Babajide <babajide.obasa@fema.dhs.gov>
Subject: RE: Timesheet FMLA

Reservist since 08/2017.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
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From: Gause, Jacqueline
Sent: Monday, April 22, 2019 4:21 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Obasa, Babajide <babajide.obasa@fema.dhs.gov>
Subject: RE: Timesheet FMLA

Good afternoon Max,

Prior to becoming a CORE for the TRO were you employed with FEMA? Currently, you have been with the TRO since June 2018 thus, you do not meet the 1 yr requirement for FMLA. If you have prior time with FEMA as a CORE, reservist, or local hire please let me know so that I can verify the time.

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
Sent: Monday, April 22, 2019 10:39 AM
To: Guelzow, Nicole <nicole.guelzow@fema.dhs.gov>
Cc: McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Obasa, Babajide <babajide.obasa@fema.dhs.gov>; David, Patricia <Patricia.David@fema.dhs.gov>; Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: RE: Timesheet FMLA

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: Guelzow, Nicole
Sent: Tuesday, April 2, 2019 4:51 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Obasa, Babajide <babajide.obasa@fema.dhs.gov>; David, Patricia <Patricia.David@fema.dhs.gov>; Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: Timesheet FMLA
Importance: High

Good afternoon Max,

I am performing timekeeping duties while your regular timekeeper is out of the office. In reviewing your timesheet, I see that you are claiming LWOP – FMLA.

Have you been approved for FMLA?

If you have, I apologize as the paperwork was not provided to the Austin office. If not, the leave category should be changed to LWOP until you receive approval.

Please let us know the status of your FMLA application as soon as possible so that we can move forward with your timesheet certification.

Respectfully,

Nicole Guelzow, MPA
Administrative Specialist (HR)
Texas Recovery Office

11000 N Interstate 35

Austin, TX 78753

(202) 718-1306 cell

Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:41 PM
To: Alexander, Dennis
Subject: FW: FMLA

Importance: High

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: Obasa, Babajide
Sent: Tuesday, April 23, 2019 10:05 AM
To: Silva, Patricia <patricia.silva@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: RE: FMLA
Importance: High

Hello and Happy Tuesday!

Yes Patricia...Jackie will follow up with Mr. Meindl as to the appropriate next steps.

Thank you so much 😊

J-

From: Silva, Patricia
Sent: Tuesday, April 23, 2019 6:36 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Obasa, Babajide <babajide.obasa@fema.dhs.gov>; Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: RE: FMLA

Good morning Mr. Meindl,

I have reviewed your paperwork and all seems in order. I have copied Jide Obasa and Jacqueline Gause in this email as they are now the leads for FMLA in the TRO. Please consult with them on next steps.

Jide/Jackie- could you please inform Mr. Meindl of next steps.

Thank you,

Patricia Silva

Employee/Labor Relations Specialist

Office of the Chief Component Human Capital Officer (OCCHCO)| FEMA|DHS

500 C. Street SW/Washington, DC, 7th Floor

Email: patricia.silva@fema.dhs.gov

Office: 202. 212. 5238

Mobile: 202.368.7217

From: Meindl, Max

Sent: Monday, April 22, 2019 11:40 AM

To: Silva, Patricia <patricia.silva@fema.dhs.gov>

Subject: RE: FMLA

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: Silva, Patricia

Sent: Wednesday, March 13, 2019 5:57 AM

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

Subject: RE: FMLA

Good morning Mr. Meindl,

You need to communicate to your supervisor or record the need take FMLA leave at least 30 calendar days before the start of the planned absence. I have attached the Absence and Leave Manual for your review. Chapter 5 addresses FMLA.

I have also received the medical certification in connection with your request for FMLA leave.; however, the following required information is missing from the medical certification or is vague and needs clarification:

1. It is not clear whether you need FMLA leave intermittently or for a continuous period of time or both.
 - a. If your FMLA leave is for a continuous period of time, your doctor needs to state so. In the medical documentation you provided it only states "a few days after heart surgery". In addition, the your doctor will need to include the date of your surgery.
 - b. If your request is for intermittent leave for a planned medical treatment, the dates (actual or estimates) on which such treatment is expected to be given, the duration of such treatment, and the period of recovery, if any, before you would be able to return to work;
2. Your medical provider stated that your condition will cause episodic flare ups; however, the certification is missing the frequency of the flare ups. The medical certification needs to include an estimate of the frequency of the flare ups and the duration of related incapacity that you may have over the next 6 months (Part B, question #7).

Please be advised that the complete medical documentation is due 15 calendar days from this email.

Let me know if you have any questions.

Thank you,

Patricia Silva

Employee/Labor Relations Specialist
Office of the Chief Component Human Capital Officer (OCCHCO)| FEMA|DHS
500 C. Street SW/Washington, DC, 7th Floor
Email: patricia.silva@fema.dhs.gov
Office: 202. 212. 5238
Mobile: 202.368.7217

From: Meindl, Max
Sent: Tuesday, March 12, 2019 3:13 PM
To: Silva, Patricia <patricia.silva@fema.dhs.gov>
Cc: femamax@gmail.com; rick@guerradays.com
Subject: RE: FMLA

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

No, Jamie is not aware of the request that I am aware of.

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: Silva, Patricia
Sent: Tuesday, March 12, 2019 2:02 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: FMLA

Mr. Meindl,

Who is your supervisor of record? Are they aware of your FMLA request?

Patricia Silva

Employee/Labor Relations Specialist
Office of the Chief Component Human Capital Officer (OCCHCO)| FEMA|DHS
500 C. Street SW/Washington, DC, 7th Floor
Email: patricia.silva@fema.dhs.gov
Office: 202. 212. 5238
Mobile: 202.368.7217

From: Meindl, Max
Sent: Wednesday, March 6, 2019 2:29 PM
To: Silva, Patricia <patricia.silva@fema.dhs.gov>
Cc: femamax@gmail.com
Subject: RE: FMLA

Document attached.

Please advise as to the procedure subsequent the submission of this document to 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: Silva, Patricia
Sent: Wednesday, March 6, 2019 1:03 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: FMLA

Yes, that is correct.

Patricia Silva

Employee/Labor Relations Specialist
Office of the Chief Component Human Capital Officer (OCCHCO) | FEMA|DHS
500 C. Street SW/Washington, DC, 7th Floor
Email: patricia.silva@fema.dhs.gov
Office: 202. 212. 5238
Mobile: 202.368.7217

From: Meindl, Max
Sent: Wednesday, March 6, 2019 11:56 AM
To: Silva, Patricia <patricia.silva@fema.dhs.gov>
Subject: FMLA

I have been advised that you're the individual I'm supposed to send my FMLA forms to.
Is that correct?

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: 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



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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>
Subject: RE: FMLA Recertification - M. Meindl

Good afternoon,

The FMLA update process being applied in this situation is consistent with policy. Your approved FMLA condition of record is the matter being addressed as it relates to the updates being requested. You have said in your response that you are not scheduled to see the physician until next year and that you will request an appointment and attempt to get one as soon as possible. I will follow up with you in seven (7) days to see if you were able to get an appointment for this matter.

In the meantime I will recommend to your supervisor to continue to approve your current FMLA request for the said condition until you have an appointment scheduled. The specifics of the concerns is that your current FMLA is approved for 1-3 occurrences every month and you have exceeded the frequency so your management is attempting to obtain updated information.

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>

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 <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,

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: Gause, Jacqueline
Sent: Wednesday, October 23, 2019 1:09 PM
To: Meindl, Max; David, Patricia
Cc: Wick, Timothy; Terry, Detra; Alexander, Dennis; brent@guerradays.com; FEMA-EqualRights
Subject: RE: FMLA Recertification - M. Meindl

Good afternoon,

The FMLA update process being applied in this situation is consistent with policy. Your approved FMLA condition of record is the matter being addressed as it relates to the updates being requested. You have said in your response that you are not scheduled to see the physician until next year and that you will request an appointment and attempt to get one as soon as possible. I will follow up with you in seven (7) days to see if you were able to get an appointment for this matter.

In the meantime I will recommend to your supervisor to continue to approve your current FMLA request for the said condition until you have an appointment scheduled. The specifics of the concerns is that your current FMLA is approved for 1-3 occurrences every month and you have exceeded the frequency so your management is attempting to obtain updated information.

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>
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 <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.

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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.

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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,

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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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: 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>
Subject: FW: FMLA Recertification - M. Meindl

Ms. Cooley,

I am forwarding this email to you for information purposes.

I have no problem doing the FMLA recertification, subject to the time issues and making appointments.

What concerns me is that I feel as if I have been singled out for special attention.

The who of that issue is subject to a bit of detective work but I know who has questioned me in the past.

If I wasn't doing my job, that would be one thing but I am doing it and I do it well.

If you have any insight or words of encouragement.. send them on.

Be well.

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. <DETTRA.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.

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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



FEMA

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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

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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: Meindl, Max
Sent: Tuesday, October 22, 2019 4:48 PM
To: Cooley, Sandra
Cc: femamax@gmail.com
Subject: FW: FMLA Recertification - M. Meindl

Ms. Cooley,
I am forwarding this email to you for information purposes.
I have no problem doing the FMLA recertification, subject to the time issues and making appointments.
What concerns me is that I feel as if I have been singled out for special attention.
The who of that issue is subject to a bit of detective work but I know who has questioned me in the past.
If I wasn't doing my job, that would be one thing but I am doing it and I do it well.
If you have any insight or words of encouragement.. send them on.

Be well.

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. <DETTRA.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.
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DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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

Cc: Wick, Timothy <Timothy.Wick@fema.dhs.gov>

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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 4:22 PM
To: Gause, Jacqueline; David, Patricia
Cc: Wick, Timothy; TERRY, DETRA S.; Alexander, Dennis; brent@guerradays.com; FEMA-EqualRights
Subject: RE: FMLA Recertification - M. Meindl

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DHS | FEMA-Recovery Directorate
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max.meindl@fema.dhs.gov



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Sent: Tuesday, October 22, 2019 3:13 PM

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

Cc: Wick, Timothy <Timothy.Wick@fema.dhs.gov>

Subject: FMLA Recertification - M. Meindl

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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,

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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
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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

FEMA/HQ

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
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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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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



FEMA

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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: 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
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

FEMA/HQ
202-374-9426
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

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 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

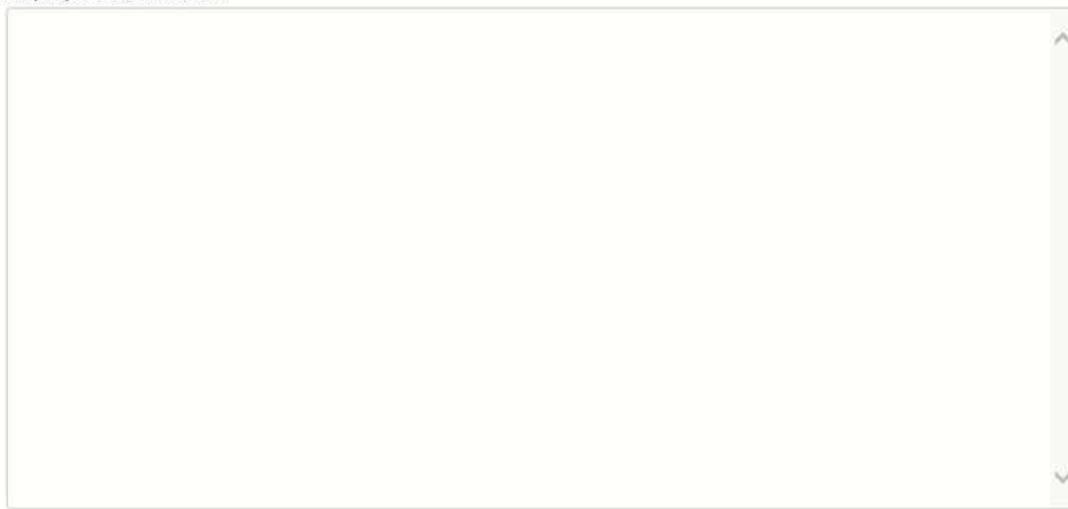
Date

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 <dakra.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.

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: 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



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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

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 8:49 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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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

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From: Walters, Albert
Sent: Friday, November 9, 2018 4:15 PM
To: Meindl, Max
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: 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



FEMA

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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

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 11:07 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

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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.

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Meindl, Max

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

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To: Lancaster, Dacia <Dacia.Lancaster@fema.dhs.gov>; FEMA.Harassment <fema.harassment@fema.dhs.gov>
Cc: FEMA-OCSO-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.

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Sent: Wednesday, September 12, 2018 1:19 PM
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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
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DHS | FEMA-Recovery Directorate
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Thank you in advance.

*Max Meindl
832-293-3671*

*FEMA PDMG
Houston PA*

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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: 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
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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.

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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



FEMA

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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 11:03 AM
To: Lancaster, Dacia; FEMA.Harassment
Cc: FEMA-OCSO-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

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 handwrangling 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*

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: Lancaster, Dacia
Sent: Friday, October 19, 2018 5:38 PM
To: Meindl, Max
Cc: FEMA-AID-Administrative Investigations Directive Committee
Subject: OER AHU-18-164 Closure Letter
Attachments: scannedDoc (007).pdf

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: Castaneda, Melinda
Sent: Monday, October 15, 2018 11:14 AM
To: FEMA-4332-DR-TX-All-Hands
Subject: TRO-ADR Continuous Availability

See important message from ADR. Thank you.

Please forward your questions to the appropriate [Point of Contact](#)

Greetings,

I'm writing to let you know that I will be out on rotation until 10/29. I will still be intermittently available via phone/e-mail.

ADR Advisor Sunny Gutierrez will be here at the TRO while I'm out. Sunny served the Texas Mission previously, so she may be familiar to some of you.

ADR Advisors Judy Gordon and Carl McGill will continue serving at Branch II Houston and providing coverage for Branch III.

Please feel free to contact any of us.

Thank you for all you do, every day.

Take good care of yourselves and each other.

Aileen

*AILEEN DENTON SETTER
Alternative Dispute Resolution Advisor
Texas Recovery Office
11000 North Interstate Highway 35
Austin, TX 78753
FEMA iPhone: (225) 910-5254
E-mail: Aileen.DentonSetter@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 9, 2018 9:43 AM
To: Asaro, Karen; Walters, Albert
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

I am available as required and at any time convenient to all parties.

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: Asaro, Karen
Sent: Sunday, October 7, 2018 3:20 PM
To: Walters, Albert <Albert.Walters@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Thank you. As soon as I hear from Mr. Meindl, I will confirm the date/time.

Karen

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

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From: Walters, Albert
Sent: Saturday, October 6, 2018 9:06 AM

To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Good morning Ms. Asaro,

My availability for a discussion with Mr. Meindl over the next 2 weeks is:

October 11, 2018 – From 10:00am until 2:00pm
October 12, 2018 – From 10:00am until 2:00pm
October 15, 2018 – From 11:00am until 3:00pm
October 17, 2018 – From 1:00pm until 2:00pm
October 19, 2018 – From 10:00am until 2:00pm

Thanks,

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

From: Asaro, Karen
Sent: Sunday, September 30, 2018 12:10 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Walters, Albert <Albert.Walters@fema.dhs.gov>
Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl and Mr. Walters,

I received an email from Erik Skinner, OER, on Friday letting me know that things are on track for scheduling the mediation conference call.

I will be at a mediation conference this week (week of Oct. 1) and unavailable for mediation. If you could send me some dates you are available the week of Oct. 8 and the week of Oct. 15, I will coordinate with all of our schedules, and confirm the first date/time that works for everyone.

Thank you for your assistance with scheduling and I look forward to hearing from you,

Karen

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

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Meindl, Max

From: Asaro, Karen
Sent: Sunday, October 7, 2018 3:20 PM
To: Walters, Albert; Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Thank you. As soon as I hear from Mr. Meindl, I will confirm the date/time.

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
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From: Walters, Albert
Sent: Saturday, October 6, 2018 9:06 AM
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Thanks,

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

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Sent: Sunday, September 30, 2018 12:10 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Walters, Albert <Albert.Walters@fema.dhs.gov>
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Karen

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Meindl, Max

From: Walters, Albert
Sent: Saturday, October 6, 2018 8:06 AM
To: Asaro, Karen; Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Good morning Ms. Asaro,

My availability for a discussion with Mr. Meindl over the next 2 weeks is:

October 11, 2018 – From 10:00am until 2:00pm
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October 15, 2018 – From 11:00am until 3:00pm
October 17, 2018 – From 1:00pm until 2:00pm
October 19, 2018 – From 10:00am until 2:00pm

Thanks,

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

From: Asaro, Karen
Sent: Sunday, September 30, 2018 12:10 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Walters, Albert <Albert.Walters@fema.dhs.gov>
Subject: HS-FEMA-02488-2018 EEO Complaint

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Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472

Phone: 571 431-2863

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Meindl, Max

From: Asaro, Karen
Sent: Sunday, September 30, 2018 12:10 PM
To: Meindl, Max; Walters, Albert
Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl and Mr. Walters,

I received an email from Erik Skinner, OER, on Friday letting me know that things are on track for scheduling the mediation conference call.

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Karen

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

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Meindl, Max

From: Meindl, Max
Sent: Thursday, September 13, 2018 9:00 AM
To: Walters, Albert
Subject: ADDITIONAL STATEMENT
Attachments: Albert.pdf

For the file.

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: Wednesday, September 12, 2018 1:28 PM
To: Walters, Albert
Subject: sit with comms
Attachments: RE: M. Meindl Sit-with; RE: M. Meindl Sit-with; RE: M. Meindl Sit-with; RE: M. Meindl Sit-with

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

Subject: Canceled: M. Meindl Sit-with
Location: Houston office- Rm 225, conference call number provided

Start: Wed 8/15/2018 2:00 PM
End: Wed 8/15/2018 2:30 PM
Show Time As: Free

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Harrison, Jade
Required Attendees: Meindl, Max; Terry, Detra; Slie, Brian

Importance: High

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 12, 2018 1:19 PM
To: Walters, Albert
Subject: cover email

Albert,
Per your request.

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
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Meindl, Max

From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:55 AM
To: Walters, Albert; Meindl, Max
Subject: RE: EEO Mediation

Hello Mr. Walters,

I assumed as much and just wanted to clarify for Mr. Meindl that your meeting was not the mediation session since he forwarded the meeting request to me.

Thanks,
Karen

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

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From: Walters, Albert
Sent: Wednesday, September 12, 2018 10:53 AM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Re: EEO Mediation

Karen,

This meeting is in reference to a harassment complaint Max has filed.

Get [Outlook for iOS](#)

From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:23:57 AM
To: Meindl, Max; Walters, Albert
Subject: EEO Mediation

Hello Mr. Meindl and Mr. Walters,

Mr. Meindl forwarded a meeting request to me which as I understand it, Mr. Walters is requesting a meeting with Mr. Meindl to discuss the EEO complaint.

I am writing to clarify that this meeting is NOT part of the mediation conference call I am trying to schedule once I know both parties' availability.

Thank you,

Karen

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

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Meindl, Max

From: Walters, Albert
Sent: Wednesday, September 12, 2018 9:53 AM
To: Asaro, Karen; Meindl, Max
Subject: Re: EEO Mediation

Karen,

This meeting is in reference to a harassment complaint Max has filed.

Get [Outlook for iOS](#)

From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:23:57 AM
To: Meindl, Max; Walters, Albert
Subject: EEO Mediation

Hello Mr. Meindl and Mr. Walters,

Mr. Meindl forwarded a meeting request to me which as I understand it, Mr. Walters is requesting a meeting with Mr. Meindl to discuss the EEO complaint.

I am writing to clarify that this meeting is NOT part of the mediation conference call I am trying to schedule once I know both parties' availability.

Thank you,

Karen

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

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Meindl, Max

From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:24 AM
To: Meindl, Max; Walters, Albert
Subject: EEO Mediation

Hello Mr. Meindl and Mr. Walters,

Mr. Meindl forwarded a meeting request to me which as I understand it, Mr. Walters is requesting a meeting with Mr. Meindl to discuss the EEO complaint.

I am writing to clarify that this meeting is NOT part of the mediation conference call I am trying to schedule once I know both parties' availability.

Thank you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
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Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 12, 2018 9:23 AM
To: Walters, Albert
Subject: Accepted: Statement Concerning - Harassment

Meindl, Max

Subject: Statement Concerning - Harassment
Location: My Office

Start: Wed 9/12/2018 1:00 PM
End: Wed 9/12/2018 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Walters, Albert
Required Attendees: Walters, Albert; Meindl, Max
Optional Attendees: Asaro, Karen; Jordan, Lakeisha

Good Evening Max,

I would like to get your statement concerning your complaint. Please be prepared to discuss the issue..

Albert

Meindl, Max

Subject: Statement Concerning - Harassment
Location: My Office

Start: Wed 9/12/2018 1:00 PM
End: Wed 9/12/2018 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Walters, Albert
Required Attendees: Walters, Albert; Meindl, Max
Optional Attendees: Asaro, Karen; Jordan, Lakeisha

Good Evening Max,

I would like to get your statement concerning your complaint. Please be prepared to discuss the issue..

Albert

Meindl, Max

Subject: Statement Concerning - Harassment
Location: My Office

Start: Wed 9/12/2018 1:00 PM
End: Wed 9/12/2018 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Walters, Albert
Required Attendees: Walters, Albert; Meindl, Max
Optional Attendees: Asaro, Karen; Jordan, Lakeisha

Good Evening Max,

I would like to get your statement concerning your complaint. Please be prepared to discuss the issue..

Albert

Meindl, Max

From: Meindl, Max
Sent: Thursday, September 6, 2018 9:36 AM
To: Asaro, Karen
Subject: RE: mediation conference call

10-4

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: Asaro, Karen
Sent: Thursday, September 6, 2018 8:35 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: mediation conference call

Hello Mr. Meindl,

I am still waiting to hear back from Mr. Walters regarding his availability. I will let you know once I have heard from him.

Thanks,
Karen

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

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From: Meindl, Max
Sent: Tuesday, September 4, 2018 3:13 PM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>
Subject: RE: mediation conference call

1. Thursday before 1:00 PM,
2. Wed. next week 09:00 to 15:00,
3. Thursday next week 09:00 to 15:00.

I am in the office until about noon tomorrow but not sure about availability of a tele-conference room or anything.

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: Asaro, Karen
Sent: Tuesday, September 4, 2018 1:56 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: mediation conference call

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 5, 2018 6:37 PM
To: Jones, Patricia
Subject: Re: IBD

Done

Get [Outlook for iOS](#)

From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:12:18 PM
To: Meindl, Max
Cc: Boone, William; Slie, Brian
Subject: IBD

Good Afternoon,

We have recently sent out your IBD, you can locate this in FED HR. As of today yours has not been signed. Please go into this site by COB tomorrow and sign these documents. They will be reviewed on Friday by the Branch Director and Chief of Staff.

Should you need assistance please contact me,

Thanks so much,

Trisha

Patricia Jones
PA Ops Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies..

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:16 PM
To: Meindl, Max
Subject: IDP's

Importance: High

This is correcting the Subject line of the last email.
It should read IDP. Sorry for the error

Trisha

Patricia Jones
PA Ops Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



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Meindl, Max

From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:12 PM
To: Meindl, Max
Cc: Boone, William; Slie, Brian
Subject: IBD

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Meindl, Max

From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:08 PM
To: Meindl, Max
Cc: Boone, William; Slie, Brian
Subject: IBD

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 5, 2018 10:55 AM
To: Jordan, Lakeisha
Subject: RE: Request for Availability - OER AHU Intake
Attachments: Max Meindl-affidavit-signed.pdf

FYI

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: Jordan, Lakeisha
Sent: Wednesday, September 5, 2018 10:08 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Request for Availability - OER AHU Intake

Good morning, Max,

Thank you for your response. Are you still available to speak this morning before noon? If so, I will give you a call.

If you are no longer available today, I will send you a calendar invite to speak tomorrow around 10:30AM.

Thanks,

Lakeisha Jordan
Office of Equal Rights | FEMA
(202) 531-2978

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recipient. Please consult the original sender before disclosing any information contained herein. If you have received this in error, please reply immediately to the sender and delete this message.

From: Meindl, Max
Sent: Tuesday, September 4, 2018 4:34 PM
To: Jordan, Lakeisha <lakeisha.jordan@fema.dhs.gov>
Subject: RE: Request for Availability - OER AHU Intake

Tomorrow before noon, Thursday before noon.

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



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From: Jordan, Lakeisha
Sent: Tuesday, September 4, 2018 3:31 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request for Availability - OER AHU Intake

Good afternoon, Max,

I am an EEO Specialist in the Office of Equal Rights and your case was recently reassigned to me to conduct an intake on behalf of the Anti-Harassment Unit (AHU). I would like to briefly speak to you to obtain the preliminary facts of your case.

Can you please let me know the best available times to reach you this week, along with your phone number?

Thanks,

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To: Jordan, Lakeisha <lakeisha.jordan@fema.dhs.gov>
Subject: RE: Request for Availability - OER AHU Intake

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Meindl, Max

From: Meindl, Max
Sent: Tuesday, September 4, 2018 2:13 PM
To: Asaro, Karen
Subject: RE: mediation conference call

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Meindl, Max

From: Asaro, Karen
Sent: Tuesday, September 4, 2018 9:50 AM
To: Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Sounds good. I have a staff meeting from 12-1 pm (Eastern).

Look forward to speaking with you,

Karen

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

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Sent: Tuesday, September 4, 2018 10:39 AM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Let me catch up a bit on my projects and will call early afternoon.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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202-374-9426
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From: Asaro, Karen
Sent: Monday, September 3, 2018 9:29 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl,

The Office of Equal Rights (OER) has referred your EEO Complaint to the Alternative Dispute Resolution (ADR) Division for mediation. I wanted to let you know that I am the mediator assigned. I was hoping we could talk tomorrow, Tuesday, September 4. My schedule is flexible so if you want to give me a call when you have time, I can be reached at 571 431-2863. If you happen to get my voice mail when you call, I probably will be on another call. Just leave a call back number and I will return your call as soon as I am free.

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Meindl, Max

From: Swann, Mary
Sent: Tuesday, August 28, 2018 1:59 PM
To: Meindl, Max
Subject: RE: Request of Additional Information

Hello Mr. Meindl,

Thank you for your response.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA-OER
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

From: Meindl, Max
Sent: Tuesday, August 28, 2018 1:27 PM
To: Swann, Mary <Mary.Swann@fema.dhs.gov>
Subject: RE: Request of Additional Information

Ms. Swann,
Per your request:

Please provide the following requested information by close of business today.
*I am in the process of contacting the responsible management official (RMO) regarding your claims.
In your response to remedies/resolutions, you stated indeterminate.
I will need you to provide some type/form of resolution to provide the RMO upon my contact.*

Also, please provide
- the name and title of Ms. Harrison's supervisor.

*Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov*

- the names and titles of the management officials in your chain of command.

*Detra Terry, Task Force Lead
Detra S. Terry
Public Assistance-PDM/DIS
DR-4332-TX
202.718.0109 / iFEMA cell*

*detra.terry@fema.dhs.gov
Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV*

- and, please spell out the acronyms you have used throughout your report.

<i>DPAG</i>	<i>Deputy Public Assistance Group Lead</i>
<i>TAC PDMG</i>	<i>Technical Assistance Contractor Program Delivery Manager</i>
<i>PAPG</i>	<i>Public Assistance Policy Guide</i>
<i>JFO</i>	<i>Joint Field Office</i>
<i>TFL</i>	<i>Task Force Lead</i>
<i>PDMG</i>	<i>Program Delivery Manager</i>

If you have questions, feel free to contact me at (940) 891-8573.

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: Swann, Mary
Sent: Tuesday, August 28, 2018 9:43 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request of Additional Information

Good morning Mr. Meindl,

Hope things are going well.

Please provide the following requested information by close of business today. I am in the process of contacting the responsible management official (RMO) regarding your claims. In your response to remedies/resolutions, you stated indeterminate. I will need you to provide some type/form of resolution to provide the RMO upon my contact.

Also, please provide

- the name and title of Ms. Harrison's supervisor.
- the names and titles of the management officials in your chain of command.
- and, please spell out the acronyms you have used throughout your report.

If you have questions, feel free to contact me at (940) 891-8573.

Thank you in advance for your response and cooperation.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA Office of Equal Rights
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 28, 2018 1:27 PM
To: Swann, Mary
Subject: RE: Request of Additional Information

Ms. Swann,
Per your request:

Please provide the following requested information by close of business today.
I am in the process of contacting the responsible management official (RMO) regarding your claims.
In your response to remedies/resolutions, you stated indeterminate.
I will need you to provide some type/form of resolution to provide the RMO upon my contact.

Also, please provide

- the name and title of Ms. Harrison's supervisor.

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov

- the names and titles of the management officials in your chain of command.

Detra Terry, Task Force Lead
Detra S. Terry
Public Assistance-PDM/DIS
DR-4332-TX
202.718.0109/iFEMA cell
detra.terry@fema.dhs.gov
Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

- and, please spell out the acronyms you have used throughout your report.

<i>DPAG</i>	<i>Deputy Public Assistance Group Lead</i>
<i>TAC PDMG</i>	<i>Technical Assistance Contractor Program Delivery Manager</i>
<i>PAPG</i>	<i>Public Assistance Policy Guide</i>
<i>JFO</i>	<i>Joint Field Office</i>
<i>TFL</i>	<i>Task Force Lead</i>
<i>PDMG</i>	<i>Program Delivery Manager</i>

If you have questions, feel free to contact me at (940) 891-8573.

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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From: Swann, Mary
Sent: Tuesday, August 28, 2018 9:43 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request of Additional Information

Good morning Mr. Meindl,

Hope things are going well.

Please provide the following requested information by close of business today. I am in the process of contacting the responsible management official (RMO) regarding your claims. In your response to remedies/resolutions, you stated indeterminate. I will need you to provide some type/form of resolution to provide the RMO upon my contact.

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- the names and titles of the management officials in your chain of command.
- and, please spell out the acronyms you have used throughout your report.

If you have questions, feel free to contact me at (940) 891-8573.

Thank you in advance for your response and cooperation.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA Office of Equal Rights
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 28, 2018 11:43 AM
To: Henri, Foudiya
Cc: Goudy, Douglas
Subject: RE: Max Meindl request for Reasonable Accommodation

Hello Max,

What is the name of your Supervisor please?_ DETRA TERRY

Was the RA request sent to the Supervisor? YES

If yes please let me know.

Also sent to: *From: Meindl, Max*

Sent: Thursday, August 23, 2018 2:11 PM

To: Terry, Detra <detra.terry@fema.dhs.gov>

Cc: Oke, Nicole <nicolette.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com

Subject: RA

I can assist with the RA request ONLY.

For Informal Complaint assistance please contact Doug Goudy directly.

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: Henri, Foudiya
Sent: Tuesday, August 28, 2018 11:28 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>
Subject: Max Meindl request for Reasonable Accommodation
Importance: High

Hello Max,

What is the name of your Supervisor please? _____ . Was the RA request sent to the Supervisor? If yes please let me know. I can assist with the RA request ONLY.

For Informal Complaint assistance please contact Doug Goudy directly.

Thank you,
Foudiya Henri
202-394-4633 Cell

From: Meindl, Max
Sent: Thursday, August 23, 2018 2:11 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Cc: Oke, Nicole <nicolette.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,
RA form attached.

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: Swann, Mary
Sent: Tuesday, August 28, 2018 9:43 AM
To: Meindl, Max
Subject: Request of Additional Information

Good morning Mr. Meindl,

Hope things are going well.

Please provide the following requested information by close of business today. I am in the process of contacting the responsible management official (RMO) regarding your claims. In your response to remedies/resolutions, you stated indeterminate. I will need you to provide some type/form of resolution to provide the RMO upon my contact.

Also, please provide

- the name and title of Ms. Harrison's supervisor.
- the names and titles of the management officials in your chain of command.
- and, please spell out the acronyms you have used throughout your report.

If you have questions, feel free to contact me at (940) 891-8573.

Thank you in advance for your response and cooperation.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA Office of Equal Rights
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

Meindl, Max

From: femamax@gmail.com
Sent: Sunday, August 26, 2018 3:42 PM
To: Meindl, Max
Subject: PIP
Attachments: fema255-0-1.doc.docx

Meindl, Max

From: Meindl, Max
Sent: Thursday, August 23, 2018 3:18 PM
To: Swann, Mary
Subject: RE: Potential EEO Complaint
Attachments: Consent.pdf; EEO Complainants Rights Responsibilities (002)-signed.pdf; EEO Counselor Checklist (002)-signed.pdf; Max Meindl-affidavit-signed.pdf

If you believe you have been discriminated against and wish to pursue the EEO process, please provide the following information

1. your name, title and contact phone number;
a. *Max Meindl, PMP, Emergency Management Specialist (PDMG), 832-293-3671*
2. your work address and home address (do not provide a P.O. Box number);
a. *8223 Willowplace Blvd, Houston TX. (work)*
b. *5 E. Austin, Bellville, TX 77418 (home)*
3. basis(es) of the alleged discrimination;
a. if age is the basis, provide date of birth; *06/21/1951*
b. if disability is the basis, provide the name of disability; *coronary Artery Disease, possible/leading to Congestive Heart Failure (CHF)*
c. if retaliation is the basis, provide date of prior EEO Activity or the incident you believe to be discriminatory; *Believe retaliation was for my determination of applicant eligibility in contravention to prevailing thought. The issue with an applicant, City of Bellaire, pursuant my determination of a policy issue in contradiction to the prevailing point of view and that of the TAC PDMG. The apparent consensus for the issue at hand was that the applicant was not eligible for a specific claimed damage. After reviewing the available information in the PAPG and information sent from the JFO, I concluded that the applicant could possibly be eligible and proffered the opinion that asking or advising them to withdraw the claim was incorrect and not supported by the information I had reviewed and that it would be a disservice to the applicant to have them withdraw the claim as opposed to the issuance of a Determination Memo (DM). With a DM, the applicant at least retains the right to appeal whereas a withdrawal would result in no right to appeal, if I understand the process correctly. I had previously obtained approval from the Task Lead to submit an official "Policy Inquiry" to the policy team to obtain further clarification and direction. We, TFL and I, discussed the issue and agreed that waiting for the policy clarification would be the appropriate path to take.*
4. a brief bullet list of each incident you believe to be discriminatory to include
a. name(s) of the alleged discriminating party;
 Jade Harrison
c. date(s) of the incident; and
i. *July 26th 2018*
d. name(s) of any witness to the alleged discrimination;
i. *T.K. Shadowens*
e. remedies/resolution to resolve your issues.
i. *indeterminate*

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: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good afternoon Mr. Meindl,

I will need your signature on each form (except "your Right to Equal Opportunity) before proceeding with the EEO process. If you have questions, please call.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good Morning,

I apologize, did not include the EEO forms. See attachments.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:09 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Potential EEO Complaint

Good Morning,

My name is Mary Swann, EEO Counselor in the Office of Equal Rights (OER). Please let me know if you will be available on Monday, August 20, 2018 at 11:30am CST to discuss your potential request for EEO Counseling. If the time is not convenient, provide a time. I have attached the EEO Counseling forms (ADR Consent, Counseling Checklist, and Complainant's Rights and Responsibilities) for your review before the scheduled meeting. I will review the forms with you and address any questions you may have during the meeting. I also attached a copy of FEMA OER flyer "Your Right to Equal Opportunity" which gives a brief explanation of the EEO Counseling process. I will remind you that an individual has 45 days from the date of the alleged discriminatory incident to request EEO counseling.

If you believe you have been discriminated against and wish to pursue the EEO process, please provide the following information

- your name, title and contact phone number;
- your work address and home address (do not provide a P.O. Box number);
- basis(es) of the alleged discrimination;
 - if age is the basis, provide date of birth;
 - if disability is the basis, provide the name of disability;
 - if retaliation is the basis, provide date of prior EEO Activity or the incident you believe to be discriminatory;
- a brief bullet list of each incident you believe to be discriminatory to include
 - name(s) of the alleged discriminating party;
 - date(s) of the incident; and
 - name(s) of any witness to the alleged discrimination;
- remedies/resolution to resolve your issues.

Thank you in advance for your response.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Goudy, Douglas
Sent: Thursday, August 23, 2018 1:11 PM
To: Meindl, Max
Subject: Automatic reply: RA

I'm currently out of the office returning August 27, 2018. If you require immediate assistance please call (202) 212-3535 and follow prompt to leave message for the Informal Unit.

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 21, 2018 2:53 PM
To: Denton Setter, Aileen
Subject: Accepted: Conversation

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 21, 2018 10:00 AM
To: Jones, Patricia
Subject: RE: Conference Call for IDP's

Trisha,
Thank you so much for the update.
Have a great day!

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: Jones, Patricia
Sent: Tuesday, August 21, 2018 9:49 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Conference Call for IDP's

Mr Meindl,

The IDP form has been uploaded into FED HR Navigator. You will be able to go there and digitally sign your IDB, Plan and 2nd Quarter. The 308 is an expectation plan. These are generic forms that need to be signed. Bill Boone will be getting with you in a few months and proceed with the process.

If you need assistance please reach out to me.

Thanks,
Trisha

Patricia Jones 'Trisha'
PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

From: Meindl, Max
Sent: Friday, August 17, 2018 4:27 PM
To: Jones, Patricia <patricia.jones1@fema.dhs.gov>
Subject: Re: Conference Call for IDP's

Per ATS and DTS I was off today and missed the call. Please advise.

Get [Outlook for iOS](#)

From: Jones, Patricia
Sent: Friday, August 17, 2018 9:21:18 AM
To: Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Subject: Conference Call for IDP's
When: Friday, August 17, 2018 10:00 AM-11:00 AM.
Where: 1-800-320-4330 PIN 654321#

Conference Call for IDP's
1-800-320-4330
PIN 654321#

Meindl, Max

From: Jones, Patricia
Sent: Tuesday, August 21, 2018 9:49 AM
To: Meindl, Max
Subject: RE: Conference Call for IDP's

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If you need assistance please reach out to me.

Thanks,
Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



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Sent: Friday, August 17, 2018 9:21:18 AM
To: Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Subject: Conference Call for IDP's
When: Friday, August 17, 2018 10:00 AM-11:00 AM.
Where: 1-800-320-4330 PIN 654321#

Conference Call for IDP's
1-800-320-4330

PIN 654321#

Meindl, Max

From: Meindl, Max
Sent: Monday, August 20, 2018 5:45 PM
To: femamax@gmail.com
Subject: Fwd: Potential EEO Complaint

Get [Outlook for iOS](#)

From: Meindl, Max
Sent: Monday, August 20, 2018 1:22:42 PM
To: Swann, Mary
Subject: RE: Potential EEO Complaint

Will do, in the field with an applicant for the afternoon.
Will do soonest.

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: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good afternoon Mr. Meindl,

I will need your signature on each form (except "your Right to Equal Opportunity) before proceeding with the EEO process. If you have questions, please call.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights*

*3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good Morning,

I apologize, did not include the EEO forms. See attachments.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
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mary.swann@fema.dhs.gov*

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Good Morning,

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- if age is the basis, provide date of birth;

- if disability is the basis, provide the name of disability;
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- a brief bullet list of each incident you believe to be discriminatory to include
- name(s) of the alleged discriminating party;
 - date(s) of the incident; and
 - name(s) of any witness to the alleged discrimination;
- remedies/resolution to resolve your issues.

Thank you in advance for your response.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Monday, August 20, 2018 1:23 PM
To: Swann, Mary
Subject: RE: Potential EEO Complaint

Will do, in the field with an applicant for the afternoon.
Will do soonest.

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: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

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Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good Morning,

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Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
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Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)*
mary.swann@fema.dhs.gov

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:09 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Potential EEO Complaint

Good Morning,

My name is Mary Swann, EEO Counselor in the Office of Equal Rights (OER). Please let me know if you will be available on Monday, August 20, 2018 at 11:30am CST to discuss your potential request for EEO Counseling. If the time is not convenient, provide a time. I have attached the EEO Counseling forms (ADR Consent, Counseling Checklist, and Complainant's Rights and Responsibilities) for your review before the scheduled meeting. I will review the forms with you and address any questions you may have during the meeting. I also attached a copy of FEMA OER flyer "Your Right to Equal Opportunity" which gives a brief explanation of the EEO Counseling process. I will remind you that an individual has 45 days from the date of the alleged discriminatory incident to request EEO counseling.

If you believe you have been discriminated against and wish to pursue the EEO process, please provide the following information

- your name, title and contact phone number;
- your work address and home address (do not provide a P.O. Box number);
- basis(es) of the alleged discrimination;
 - if age is the basis, provide date of birth;
 - if disability is the basis, provide the name of disability;
 - if retaliation is the basis, provide date of prior EEO Activity or the incident you believe to be discriminatory;
- a brief bullet list of each incident you believe to be discriminatory to include
 - name(s) of the alleged discriminating party;

- date(s) of the incident; and
 - name(s) of any witness to the alleged discrimination;
- remedies/resolution to resolve your issues.

Thank you in advance for your response.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max
Subject: FW: Potential EEO Complaint
Attachments: Your Right to Equal Opportunity 07 - 18.pdf; ADR.pdf; EEO Counselor Checklist.pdf; EEO Complainants Rights Responsibilities.pdf

Good afternoon Mr. Meindl,

I will need your signature on each form (except "your Right to Equal Opportunity) before proceeding with the EEO process. If you have questions, please call.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good Morning,

I apologize, did not include the EEO forms. See attachments.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:09 AM

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

Subject: Potential EEO Complaint

Good Morning,

My name is Mary Swann, EEO Counselor in the Office of Equal Rights (OER). Please let me know if you will be available on Monday, August 20, 2018 at 11:30am CST to discuss your potential request for EEO Counseling. If the time is not convenient, provide a time. I have attached the EEO Counseling forms (ADR Consent, Counseling Checklist, and Complainant's Rights and Responsibilities) for your review before the scheduled meeting. I will review the forms with you and address any questions you may have during the meeting. I also attached a copy of FEMA OER flyer "Your Right to Equal Opportunity" which gives a brief explanation of the EEO Counseling process. I will remind you that an individual has 45 days from the date of the alleged discriminatory incident to request EEO counseling.

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- your name, title and contact phone number;
- your work address and home address (do not provide a P.O. Box number);
- basis(es) of the alleged discrimination;
 - if age is the basis, provide date of birth;
 - if disability is the basis, provide the name of disability;
 - if retaliation is the basis, provide date of prior EEO Activity or the incident you believe to be discriminatory;
- a brief bullet list of each incident you believe to be discriminatory to include
 - name(s) of the alleged discriminating party;
 - date(s) of the incident; and
 - name(s) of any witness to the alleged discrimination;
- remedies/resolution to resolve your issues.

Thank you in advance for your response.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Monday, August 20, 2018 11:15 AM
To: Meindl, Max
Subject: sick

, close to heading to the emergency room today (Sunday), took nitro pills, condition stabilized, but concerning. Received Blue Cross docs on Saturday so hope to get to a non VA doctor/cardiologist soonest.

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: Friday, August 17, 2018 4:27 PM
To: Jones, Patricia
Subject: Re: Conference Call for IDP's

Per ATS and DTS I was off today and missed the call. Please advise.

Get [Outlook for iOS](#)

From: Jones, Patricia
Sent: Friday, August 17, 2018 9:21:18 AM
To: Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Subject: Conference Call for IDP's
When: Friday, August 17, 2018 10:00 AM-11:00 AM.
Where: 1-800-320-4330 PIN 654321#

Conference Call for IDP's

1-800-320-4330

PIN 654321#

Meindl, Max

Subject: Conference Call for IDP's
Location: 1-800-320-4330 PIN 654321#

Start: Fri 8/17/2018 10:00 AM
End: Fri 8/17/2018 11:00 AM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Jones, Patricia
Required Attendees: Jones, Patricia; Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Optional Attendees: McKnight Jr, Thomas

Conference Call for IDP's
1-800-320-4330
PIN 654321#

Meindl, Max

From: Henri, Foudiya
Sent: Thursday, August 16, 2018 9:51 AM
To: Avery, Darlene; femamax@gmail.com; Meindl, Max
Cc: Oke, Nicole; McPhie, Regina; FEMA-Reasonable-Accommodation; Oke, Nicole; Goudy, Douglas
Subject: RE: Complaint
Attachments: blank FEMA Form 256-0-1.pdf

Just tried calling Mr. Max on 832-293-3671. You may call contact me at 202-394-4633 Cell for assistance should you believe you need a Reasonable Accommodation. FEMA employees may make a request at any time.

Attached is the FEMA FORM 256-0-1 that all employees may use to document their request. The employee completes PAGE #1 and signs the bottom. Employee provides to Supervisor. If any documentation is provided that contains medical it must be password protected. Documentation only needs to be specific to the request. Please copy FEMA Reasonable Accommodation Mailbox when you forward the request.

For further assistance with a complaint I have copied the Informal Unit Chief, Ms. Oke and Team Lead, Mr. Goudy. You may contact them directly at 202-212-3535, Hit Option #6.

Thank you,

Foudiya Henri
EEO Specialist / RA Coordinator
Office of Equal Rights
500 C St. SW Washington DC

: iPhone: 202.394.4633 | : Desk: 202.212.4490 | : 540.504.2068 | e-: foudiya.henri@fema.dhs.gov |
e-: fema-reasonable-accommodation@fema.dhs.gov Click to request an accommodation

From: Avery, Darlene [mailto:darlene.avery@hq.dhs.gov]
Sent: Thursday, August 16, 2018 8:02 AM
To: femamax@gmail.com; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>
Subject: RE: Complaint

Max Meindl

Our HQ's EEO office has received the attached email regarding disability and alleged discrimination inquiries. Our office do not process complaints or disability items for FEMA employees.

As a FEMA employee, the process is for you to reach out to the FEMA's Office of Equal Rights (OER). I am forwarding your email to the Reasonable Accommodations Program Manager, Foudiya Henri and the Information Complaints Manager/staff, Nicole Oke, Regina McPhie to learn how best they can assist you in processing your requests.

I encourage you to reach out to them if you have further questions or would like to begin the Informal complaints process.

Regards,

Darlene Avery, MBA

Program Manager, Disability/Reasonable Accommodation

Darlene.Avery@hq.dhs.gov

202-357-1204 (office)

202-357-1188 (fax)

From: femamax@gmail.com <femamax@gmail.com>

Sent: Wednesday, August 15, 2018 4:27 PM

To: Avery, Darlene <darlene.avery@hq.dhs.gov>

Subject: FW: Complaint

I am, after a couple of weeks of considerable handwrapping 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

Meindl, Max

From: Avery, Darlene <darlene.avery@hq.dhs.gov>
Sent: Thursday, August 16, 2018 7:02 AM
To: femamax@gmail.com; Meindl, Max
Cc: Oke, Nicole; McPhie, Regina; Henri, Foudiya
Subject: RE: Complaint
Attachments: FW: Complaint

Max Meindl

Our HQ's EEO office has received the attached email regarding disability and alleged discrimination inquiries. Our office do not process complaints or disability items for FEMA employees.

As a FEMA employee, the process is for you to reach out to the FEMA's Office of Equal Rights (OER). I am forwarding your email to the Reasonable Accommodations Program Manager, Foudiya Henri and the Information Complaints Manager/staff, Nicole Oke, Regina McPhie to learn how best they can assist you in processing your requests.

I encourage you to reach out to them if you have further questions or would like to begin the Informal complaints process.

Regards,

Darlene Avery, MBA
Program Manager, Disability/Reasonable Accommodation
Darlene.Avery@hq.dhs.gov
202-357-1204 (office)
202-357-1188 (fax)

From: femamax@gmail.com <femamax@gmail.com>
Sent: Wednesday, August 15, 2018 4:27 PM
To: Avery, Darlene <darlene.avery@hq.dhs.gov>
Subject: FW: Complaint

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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

Meindl, Max

From: Meindl, Max
Sent: Thursday, August 16, 2018 7:06 AM
To: Terry, Detra
Subject: Sick day

Going to VA clinic

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 4:49 PM
To: femamax@gmail.com
Subject: Fwd: Sit With 7/27/2018 with PDM Max Meindl

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From: Harrison, Jade
Sent: Friday, August 3, 2018 2:12:55 PM
To: Meindl, Max; Shadowens, Timothy
Subject: Re: Sit With 7/27/2018 with PDM Max Meindl

Max,

This is a recap of the sit-with you had with Kirk this week. All of which led up to the sit-with.

Jade Harrison
Deputy Public Assistance Group Supervisor
DR-4333 Harvey
504-908-5357
Jade.Harrison@fema.dhs.gov

From: "Meindl, Max" <max.meindl@fema.dhs.gov>
Date: Friday, August 3, 2018 at 9:11:46 AM
To: "Shadowens, Timothy" <timothy.k.shadowens@fema.dhs.gov>
Cc: "Harrison, Jade" <Jade.Harrison@fema.dhs.gov>
Subject: RE: Sit With 7/27/2018 with PDM Max Meindl

I respectfully disagree with elements of this summary.
It is inaccurate and states as fact, elements not in evidence.

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: Shadowens, Timothy
Sent: Thursday, August 2, 2018 7:10 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: Sit With 7/27/2018 with PDM Max Meindl

Sit With 7/27/2018 with PDM Max Meindl: Regarding City of Bellaire project #26570 the Evergreen Traffic Signal Cabinets & Controls PDM Mr. Meindl was asked by leadership not to send this project back to the CRC. As this project once was sent to the CRC, and the CRC sent it back to the field office for a review of eligibility. This project is in question of does the possible reimbursement fall under FHWA or FEMA. This was a transition of projects from TFL Berti and PDM Plunkett. The expectation was for Mr. Meindl to work and to collaborate with his teammates during this transition period.

Mr. Meindl researched the eligibility reviewing the PAPPG, FHWA (TFL Berti and PDM Plunkett provided this as well), and involved the State counterparts. Mr. Meindl felt after his research that the project was eligible and advanced it back to the CRC. The CRC immediately called back to the field office confused why this project was sent back to them.

Current Status: This project was sent to the LRO for a policy determination/policy inquiry. I did call CRC TFL Andrew Makardetsh at the CRC since the project is still active in the CRC. Mr. Makardetsh stated that this project as came back and forth from the field office. Mr. Makardetsh stated they (CRC) have forwarded this to the TRO for a Determination Memo submission. I stated to Mr. Makardetsh that I felt it is best to keep the current status this way, but I will notify my DPAG for her final decision.

- In addition, I also attended in person the Weekly Meeting with the PDM and the Applicant. The Applicant stated they would appreciate it if we obtain an official review from the FEMA policy team and draft a determination memo.

TFL Kirk Shadowens Sit With - Actions to Mr. Meindl:

- The expectation was for Mr. Meindl was to follow instructions and guidance from all leadership. TFL and other leaders expressed to Mr. Meindl several times the situation of the projects and what next steps to take. Mr. Meindl did not execute to this, as Mr. Meindl chose to do what he felt the next process step was to do. As Mr. Meindl should have not advanced this project to the CRC, until his TFL granted him permission. The expectation moving forward is for Mr. Meindl to notify and involve is TFL or leadership before advancing projects to the CRC.
- The expectation was for Mr. Meindl to work and to collaborate with his teammates during this transition period. Mr. Meindl was communicated from TFL Berti and I that he was expected to work in a team effort with the PDM Plunkett. The team effort was requested to Mr. Meindl so that he could gain full status of the transition projects. Mr. Meindl during this timeframe displayed poor interaction with staff, communication with staff, and displayed poor interaction with his peers and leaders. The expectation moving forward is for Mr. Meindl to work with all teammates and leadership. Mr. Meindl needs to involve all teammates when asked, and allow those teammates to help assist him with their updated project status, so that the execution of project completion is established by an efficient manner.

Regards,

Kirk Shadowens
FEMA Task Force Leader
Harris County Branch DR-4332-TX
Timothy.K.Shadowens@FEMA.DHS.Gov
202-802-3384 mobile

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 3:01 PM
To: femamax@gmail.com
Subject: Fwd: Not On My Watch (Part 2): Employee Resources
Attachments: FactSheet_Harassment_Employees.pdf; FactSheet_Harassment_Supervisors and Managers.pdf

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From: Meindl, Max
Sent: Thursday, August 2, 2018 1:11:23 PM
To: femamax@gmail.com
Subject: Fwd: Not On My Watch (Part 2): Employee Resources

From: "Office of the Administrator" <officeoftheadministrator@fema.dhs.gov>
Date: Wednesday, August 1, 2018 at 2:55:08 PM
To: "FEMA-ALL" <FEMA-ALL@fema.dhs.gov>
Subject: Not On My Watch (Part 2): Employee Resources

FEMA Team,

I would like to reiterate that ensuring FEMA maintains a safe work environment is extremely important to me and to my leadership team. As stated in my previous message, you should know that FEMA has a zero-tolerance policy for all types of harassment. If you feel you have been harassed or if you witness inappropriate behavior by anyone against a fellow employee, I am asking you to report it. I am attaching two documents that provide information on where you can do so.

I recognize that you may find it difficult to make allegations about discrimination or harassment of any type. You may feel concerned that you are at risk and worry about how filing a complaint may impact your career. I want to assure you that any employee can file a complaint without fear of reprisal because I have a zero-tolerance policy against retaliation.

Sexual harassment isn't limited to just making inappropriate advances. It also includes any unwelcome verbal or physical behavior that creates a hostile work environment whether it occurs inside or outside the workplace or through social media platforms. No one should be subjected to any such behavior by anyone you may come into contact with as part of your job, including managers, co-workers, contractors or Agency partners.

When allegations of this type are brought to the Agency's attention, I can assure you that they will be investigated promptly, and upon conclusion, appropriate action will be taken. As mentioned in Monday's message, my leadership team is establishing an Office of Professional Responsibility to ensure expeditious, fair, and objective follow-up and resolution of allegations of misconduct.

The attached documents will answer questions about the steps to report harassment claims. There is also useful information on reporting an incident to the Anti-Harassment Unit. Counseling services and health and wellness advisors are available to all FEMA employees who may not have received the support they needed in the past.

As I've said before, everyone in this Agency is responsible for creating a culture of trust, mutual respect, and dignity in our treatment of employees and for all of those we serve. I will accept nothing less.

It's important to note that the few individuals participating in this behavior by no means define the majority of the honorable, well-intentioned, and well-qualified employees who give this Agency their best every day. I want you to know I appreciate your efforts and I will always support and defend you.

Meindl, Max

From: Slie, Brian
Sent: Wednesday, August 15, 2018 2:35 PM
To: Harrison, Jade; Meindl, Max; Terry, Detra
Subject: RE: M. Meindl Sit-with

Thank you, Jade.

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov

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

From: Harrison, Jade
Sent: Wednesday, August 15, 2018 2:19 PM
To: Meindl, Max; Terry, Detra; Slie, Brian
Subject: Canceled: 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
Importance: High

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 2:30 PM
To: femamax@gmail.com
Subject: Fwd: Branch II 205a and 207 8-13-18
Attachments: FEMA-4332-DR-TX Branch II 205A 08-13-2018.pdf; FEMA-4332-DR-TX- Branch II 207 08132018.pdf

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From: Jiles, Adeaner
Sent: Tuesday, August 14, 2018 8:06:08 AM
To: FEMA-4332-DR-TX-Branch-II-All-Hands
Subject: Branch II 205a and 207 8-13-18

Good morning all,

See attached for final 205a and 207 for Branch II as of 8-13-18.

Best,

Liam R Bassford
Planning Specialist (PLSP)
Branch II Office
Texas Hurricane Harvey
FEMA-4332-DR-TX
(202) 465-0432
liam.bassford.2@fema.dhs.gov
[Click here to enter the Virtual Situation Room](#)

To be removed from this all-hands list, please press Ctrl and click [here](#).

Meindl, Max

Subject: Canceled: M. Meindl Sit-with
Location: Houston office- Rm 225, conference call number provided

Start: Wed 8/15/2018 2:00 PM
End: Wed 8/15/2018 2:30 PM
Show Time As: Free

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Harrison, Jade
Required Attendees: Meindl, Max; Terry, Detra; Slie, Brian

Importance: High

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 1:58 PM
To: femamax@gmail.com
Subject: Fwd: IDPs
Attachments: FEMA Form 255-0-1 IDP.PDF

Get [Outlook for iOS](#)

From: Jones, Patricia
Sent: Wednesday, August 15, 2018 12:16:45 PM
To: Meindl, Max
Subject: IDPs

Good Afternoon Max,

I will be having a call on Thursday or Friday to discuss performance plans and IDPs (Individual Development Plan). I have attached an example IDP for your use. You will need to complete the IDP and return to me ASAP but no later than noon tomorrow 8/16. You will need to sign and date the form as well.

A meeting invite with conference pin will be sent out via email.

Regards,
Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, August 15, 2018 1:40 PM
To: Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria;
Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred;
Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Teston, Sheree;
Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Subject: IDPs

Good Afternoon,

To answer some of the questions about the Form sent out, Bill wants you to fill out the top information and then list one or more training sessions you may be interested in.

Do not worry about the cost, etc.

Scan and email them back to me please.

Many Thanks,
Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, August 15, 2018 12:17 PM
To: Meindl, Max
Subject: IDPs
Attachments: FEMA Form 255-0-1 IDP.PDF

Good Afternoon Max,

I will be having a call on Thursday or Friday to discuss performance plans and IDPs (Individual Development Plan). I have attached an example IDP for your use. You will need to complete the IDP and return to me ASAP but no later than noon tomorrow 8/16. You will need to sign and date the form as well.

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Regards,
Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Harrison, Jade
Sent: Wednesday, August 15, 2018 11:20 AM
To: Terry, Detra; Slie, Brian; Meindl, Max
Cc: Boone, William
Subject: RE: M. Meindl Sit-with

Hi Brian,

Should I move forward and reschedule the sit-with for tomorrow? and if so, please advise when you are available.

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

From: Terry, Detra
Sent: Wednesday, August 15, 2018 9:30 AM
To: Slie, Brian <Brian.Slie@fema.dhs.gov>; Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Boone, William <William.Boone@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Yes, he informed me this morning.

Thanks,

Detra

202.718.0109 | fCMI cell
detra.terry@fema.dhs.gov

From: Slie, Brian
Sent: Wednesday, August 15, 2018 9:28 AM
To: Terry, Detra <detra.terry@fema.dhs.gov>; Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Boone, William <William.Boone@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Good Morning Detra,

Thank you for the visibility. Did Mr. Meindl request a sick day after he was informed that there would be a sit-with today?

Thank you,

Brian

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov

From: Terry, Detra
Sent: Wednesday, August 15, 2018 8:35 AM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Good Morning,

Mr. Meindl will not be able attend today's sit-with as he has taken a sick day (8/15/2018). Meeting will be rescheduled at a later date.

Thanks,

Detra

202.718.0109|*iFEM*A cell
detra.terry@fema.dhs.gov

-----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

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Terry, Detra
Sent: Wednesday, August 15, 2018 9:30 AM
To: Slie, Brian; Harrison, Jade; Meindl, Max
Cc: Boone, William
Subject: RE: M. Meindl Sit-with

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202.718.0109|~~iFEMA~~ cell
detra.terry@fema.dhs.gov

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To: Terry, Detra <detra.terry@fema.dhs.gov>; Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
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1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 7:57 AM
To: Terry, Detra
Subject: Sick day

Not well, sick day

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Meindl, Max

From: Meindl, Max
Sent: Thursday, August 9, 2018 7:31 AM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

Sounds great

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From: Harrison, Jade
Sent: Wednesday, August 8, 2018 6:34:25 PM
To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

Max,

Thank you for the offer. I'll be catching up on some stuff before I leave next week. However, maybe next week we can get together for a group lunch. Thank so much!

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

From: Meindl, Max
Sent: Wednesday, August 8, 2018 5:56 PM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: Re: Freeway Manor Baptist Church

Jade, if you're available tomorrow for lunch I'd like to treat you to lunch before you demob. Marcus, Mary Margaret and possibly Detra are going to Churascos for lunch. Just over 249, South American cuisine, my way of saying thanks.

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From: Meindl, Max
Sent: Wednesday, August 8, 2018 5:25:43 PM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

I can't seem to withdraw because it's "pending late damage submission review ". Can you send it back somehow?

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From: Harrison, Jade
Sent: Wednesday, August 8, 2018 2:35:51 PM
To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

Ok. Please remove the late submission in the Grants Manger today.

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

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From: Meindl, Max
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To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

I'm not sure how it was missed but I'll find out

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From: Harrison, Jade
Sent: Wednesday, August 8, 2018 1:51:49 PM
To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

Max,

What is the Applicant's reason for not submitting the building within the 60 day DI deadline?

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

From: Meindl, Max
Sent: Wednesday, August 8, 2018 8:54 AM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: RE: Freeway Manor Baptist Church

FYI



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: Harrison, Jade
Sent: Tuesday, August 7, 2018 6:27 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Freeway Manor Baptist Church

Max,

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In addition, you may also consider expanding the one damage line item to consolidate the damages for both of the current line for the church and warehouse.

Please review. We can discuss further on tomorrow.

Jade Harrison

Deputy Public Assistance Group Supervisor

FEMA- Public Assistance

DR-4332-TX

Jade.Harrison@fema.dhs.gov

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To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

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FYI



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Jade Harrison

Deputy Public Assistance Group Supervisor

FEMA- Public Assistance

DR-4332-TX

Jade.Harrison@fema.dhs.gov

(504) 908-5357 (Mobile)

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 8, 2018 5:26 PM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

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To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

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Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

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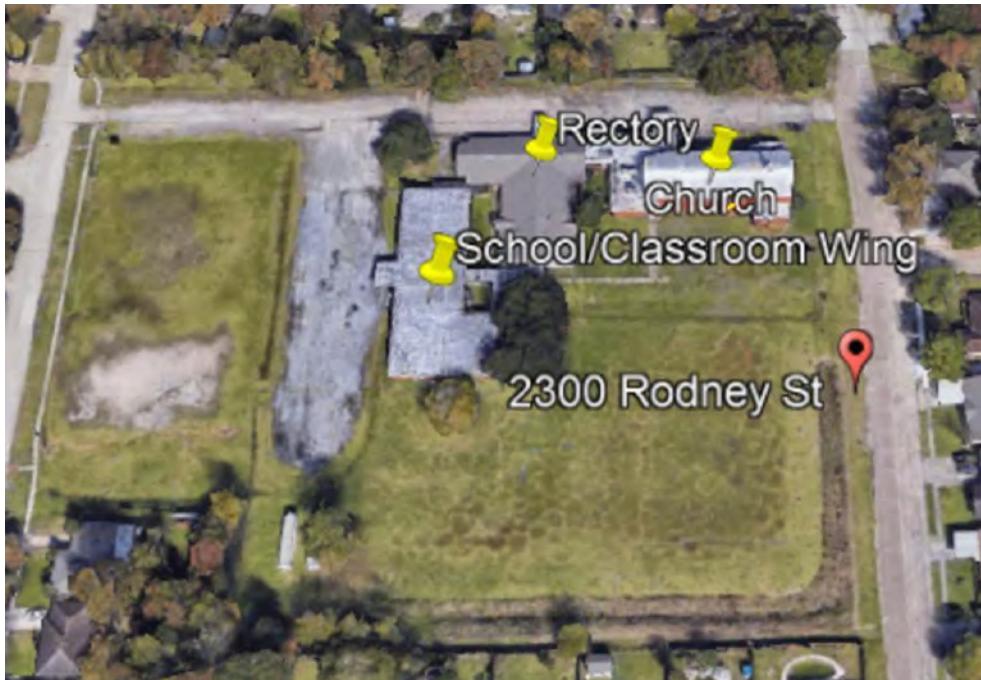
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FYI



Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

Public Assistance Division

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202-374-9426

max.meindl@fema.dhs.gov



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(504) 908-5357 (Mobile)

Meindl, Max

From: Meindl, Max
Sent: Thursday, August 2, 2018 1:11 PM
To: femamax@gmail.com
Subject: Fwd: Not On My Watch (Part 2): Employee Resources
Attachments: FactSheet_Harassment_Employees.pdf; FactSheet_Harassment_Supervisors and Managers.pdf

From: "Office of the Administrator" <officeoftheadministrator@fema.dhs.gov>
Date: Wednesday, August 1, 2018 at 2:55:08 PM
To: "FEMA-ALL" <FEMA-ALL@fema.dhs.gov>
Subject: Not On My Watch (Part 2): Employee Resources

FEMA Team,

I would like to reiterate that ensuring FEMA maintains a safe work environment is extremely important to me and to my leadership team. As stated in my previous message, you should know that FEMA has a zero-tolerance policy for all types of harassment. If you feel you have been harassed or if you witness inappropriate behavior by anyone against a fellow employee, I am asking you to report it. I am attaching two documents that provide information on where you can do so.

I recognize that you may find it difficult to make allegations about discrimination or harassment of any type. You may feel concerned that you are at risk and worry about how filing a complaint may impact your career. I want to assure you that any employee can file a complaint without fear of reprisal because I have a zero-tolerance policy against retaliation.

Sexual harassment isn't limited to just making inappropriate advances. It also includes any unwelcome verbal or physical behavior that creates a hostile work environment whether it occurs inside or outside the workplace or through social media platforms. No one should be subjected to any such behavior by anyone you may come into contact with as part of your job, including managers, co-workers, contractors or Agency partners.

When allegations of this type are brought to the Agency's attention, I can assure you that they will be investigated promptly, and upon conclusion, appropriate action will be taken. As mentioned in Monday's message, my leadership team is establishing an Office of Professional Responsibility to ensure expeditious, fair, and objective follow-up and resolution of allegations of misconduct.

The attached documents will answer questions about the steps to report harassment claims. There is also useful information on reporting an incident to the Anti-Harassment Unit. Counseling services and health and wellness advisors are available to all FEMA employees who may not have received the support they needed in the past.

As I've said before, everyone in this Agency is responsible for creating a culture of trust, mutual respect, and dignity in our treatment of employees and for all of those we serve. I will accept nothing less.

It's important to note that the few individuals participating in this behavior by no means define the majority of the honorable, well-intentioned, and well-qualified employees who give this Agency their best every day. I want you to know I appreciate your efforts and I will always support and defend you.

From: femamax@gmail.com <femamax@gmail.com>

Sent: Thursday, February 27, 2020 12:07 PM

To: 'Alexander, Dennis' <dennis.alexander@fema.dhs.gov>

Subject: DEFICIENCY

I understand your position Dennis but I do have a different perspective of my performance.

To condemn me to purgatory over 2 emails out of several thousand that I have sent reeks of pettiness at a minimum.

You know what is going on here so we'll let sleeping dogs lie.

My performance has been effective as indicated below but everyone can tell a story the way they wish.

Appreciate your kind and professional feedback.

Staff Name	RTM Completed Tasks	Staff Name	REVIEW AND COMPLETE EEI	Staff Name	PDMG COMPLETE DDD	Staff Name	COMPLETE PROJECT SCOPE AND COST ROUTING	Staff Name	PDMG REVIEW DDD/SCOPE/COST	Staff Name	PDMG REVIEW SCOPE/COST	Staff Name	COMPLETE INITIAL PROJECT DEVELOPMENT	Staff Name	REVIEW CREATED RFI (PDMG)	Staff Name	VERIFY RFI (PDMG)	Staff Name	COMPLETE WORK ORDER
Denson, Melva E.	9	CLEBOURN-MCPHERSO, TOYA V.	460	Phillips, Natalie M.	621	SHERMAN, ZERA R.	182	MEINDL, MAX	158	Legere, Shane C.	122	MEINDL, MAX	501	MEINDL, MAX	55	MEINDL, MAX	63	CLEBOURN-MCPHERSO, TOYA V.	118
MEINDL, MAX	9	Phillips, Natalie M.	394	Denson, Melva E.	464	MEINDL, MAX	162	CLEBOURN-MCPHERSO, TOYA V.	147	Marchetto, Jeffrey	102	CLEBOURN-MCPHERSO, TOYA V.	408	Phillips, Natalie M.	26	Phillips, Natalie M.	15	Phillips, Natalie M.	102
Teston, Sheree R.	9	Davis, Henry E.	340	SHERMAN, ZERA R.	384	Phillips, Natalie M.	162	Phillips, Natalie M.	135	Phillips, Natalie M.	95	Phillips, Natalie M.	404	Burris, Terry L.	20	RABSATT JR, ECEDRO	14	SHERMAN, ZERA R.	58
Cassidy, Richard	8	MEINDL, MAX	260	Afolayan, Akinlabi A.	361	Bassett, Jerome	123	Davis, Henry E.	131	ALJABBARY, MWFAQ	75	Davis, Henry E.	356	RABSATT JR, ECEDRO	17	Simonson, Nikolas	14	Bassett, Jerome	42
Legere, Shane C.	8	SHERMAN, ZERA R.	228	FOSTER, SHONDALON G.	354	Denson, Melva E.	106	Cassidy, Richard	96	Simonson, Nikolas	73	SHERMAN, ZERA R.	288	SHERMAN, ZERA R.	16	LaPoten, Halden	13	Stevens, Mark D.	41
Miller, summer M.	8	Denson, Melva E.	226	CLEBOURN-MCPHERSO, TOYA V.	347	Simonson, Nikolas	101	Burris, Terry L.	83	MEINDL, MAX	70	Bassett, Jerome	264	CLEBOURN-MCPHERSO, TOYA V.	15	Cassidy, Richard	12	MEINDL, MAX	30
White, Richard A.	7	Simonson, Nikolas	210	Simonson, Nikolas	238	FOSTER, SHONDALON G.	84	LaPoten, Halden	81	SHERMAN, ZERA R.	69	JOHNSON, BRENDA R.	253	Simonson, Nikolas	15	d'Amecourt, John C.	11	Simonson, Nikolas	29
JOHNSON, BRENDA R.	6	Afolayan, Akinlabi A.	172	MEINDL, MAX	202	Cassidy, Richard	80	Denson, Melva E.	77	Vulgamore, Joe R.	63	Afolayan, Akinlabi A.	235	Cassidy, Richard	14	Patten, Russell E.	11	Marchetto, Jeffrey	28
Phillips, Natalie M.	6	LaPoten, Halden	170	Bassett, Jerome	185	Marchetto, Jeffrey	79	RABSATT JR, ECEDRO	76	Denson, Melva E.	55	Simonson, Nikolas	220	ALJABBARY, MWFAQ	13	Sanders, Marlys	10	Vulgamore, Joe R.	28

C. CHRISTOPHE GAY, M.D., P.A.
FAMILY PRACTICE
www.bellvillecosmeticlaser.com

235 W. Palm, Suite 102
Bellville, Texas 77418

ph. (979) 865-8484
fax (979) 865-8686

October 23, 2018

To Cadre Management Team, FFMA

It has come to my attention that Max Meindl is unable to properly care for his coronary Artery Disease and the resultant edema. Because of his prolonged commute time he is unable to comfortably take all his medications properly. This is adversely affecting his health. As I understand there is Tele-Work available to him. This would greatly Benefit his overall health, both in the ability to sleep better and to take his meds properly. The Tele-Work does not have to be daily, but needs to be made available when his health condition waves and needs immediate attention. I foresee that improving his work condition with Tele-Work modifications should also improve his work production.

Sincerely,

C. Christophe Gay MD, PA

A handwritten signature in black ink, appearing to read "C. Gay, MD".

**DEPARTMENT OF HOMELAND SECURITY
Federal Emergency Management Agency
REQUEST FOR REASONABLE ACCOMMODATION**

Privacy Act Statement

Authority: The Privacy Act of 1974 (Privacy Act), 5 U.S.C. § 552a as amended, requires that you provide FEMA with certain information in order to process a request. The Rehabilitation Act of 1973, 29 U.S.C. § 701 as amended, stipulates that Federal agencies must provide reasonable accommodation to qualified individuals with disabilities. Further, Executive Order 13164 mandates that Federal agencies provide written procedures for requesting reasonable accommodations and maintain records in order to monitor the procedure's effectiveness.

Purpose: To provide reasonable accommodations to employees and applicants with disabilities according to Executive Order 13164.

Routine Uses: The information on this form may be disclosed as generally permitted under 5 U.S.C. § 552a(b) of the Privacy Act of 1974, as amended. This includes using this information as necessary and authorized by the routine uses published in DHS/ALL-033 - Reasonable Accommodations Records System of Records, 76 Fed. Reg. 41,274 (July 13, 2011) and upon written request, by agreement, or as required by law.

Disclosure: FEMA's obligation to consider an individual's request for reasonable accommodation begins when the individual makes the request. However, the Request for Reasonable Accommodation form should be filled out as soon as possible following a request. The disclosure of information on this form is voluntary; however, failure to provide the requested information may prevent FEMA from accommodating your request.

1. Applicant's/Employee's Name Max J Meindl	2. Telephone Number (202) 374-9426
3. Organization/Office Department of Homeland Security, Federal Emergency Management Agency, Regional Offices, Region Six, Regional Administratio 	4. Date of Request 08/20/2018

5. Accommodation Requested (Be as specific as possible, e.g., sign language interpreter, or adaptive equipment such as voice recognition/keyboards, screen readers/magnification, etc.):

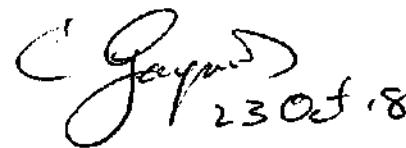
Tele-work/flexible work option as required to accommodate medical condition.

6. Reason for Request:

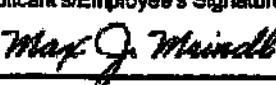
Occasional Tele-work would assist job performance relating to physical/medical constraints. My work is work is portable and can be performed effectively outside the office; tasks are easily quantifiable or primarily project-oriented; tasks can be scheduled as single blocks of time; and tasks don't require frequent interaction with a formal/informal work-team or necessitate frequent ad hoc meetings. I have exhibited myself as an individual with self-starter characteristics, good organizational skills, and I can function independently.

I have a disability, Coronary Artery Disease (Heart Condition), leading to potential CHF or Congestive Heart Failure as advised by my primary care provider with the VA Health Services. It is allegedly a terminal illness with its own set of unique indicators and symptoms. (Symptoms and conditions are and include the following: fatigue, irregular heartbeat, chest pain that radiates through the upper body, swelling in your ankles, feet, and legs, a cough that develops from congested lungs, rapid breathing, weight gain, wheezing. In some instances, patients are awakened at night, gasping for air. Some may be unable to sleep unless sitting upright.) I experience many of the referenced conditions, the swelling of my legs, ankles and feet and fluid accumulation in the lungs are the conditions that have my primary attention, but the shortness of breath and other conditions are in the mix. I mention these conditions because they make me physically uncomfortable and I may appear to fidget or move around in my chair, cross and uncross my legs or slouch to extend my legs and feet out to alleviate the pressure I feel from the fluid buildup.

7. If accommodation is time sensitive, please explain:



23 Oct '18

8. Applicant's/Employee's Title Emergency Management Specialist (Recovery)	9. Applicant's/Employee's Signature 	10. Date Aug 16, 2018
---	---	------------------------------

MANAGEMENT RESPONSE TO REQUEST FOR REASONABLE ACCOMMODATION

11. Request for Reasonable Accommodation (check one): Granted Interim/Alternate Granted (Provide comments in number 16)
 Denied (if denied, answer questions in number 13)

12. Applicant's/Employee's Name

13. Request for Reasonable Accommodation Denied Because (May check more than one box):

- Accommodation Ineffective Accommodation Would Require Removal of an Essential Function of the job
 Accommodation Would Cause Undue Hardship Accommodation Would Require Lowering of Performance or Production Standard
 Medical Documentation Inadequate
 Other (Please identify):

14. Detailed reason(s) for the denial of reasonable accommodation (Must be specific, e.g., why accommodation is ineffective or causes undue hardship):

15. If the individual proposed one type of reasonable accommodation which is being denied, but rejected an offer of a different type of reasonable accommodation, explain both the reason for the denial of the requested accommodation and why you believe the chosen accommodation would be effective:

16. Comments

17. If an individual wishes to request reconsideration of this decision, she/he must take the following steps:

- An employee may appeal directly to his/her Second Level Supervisor. The employee may present additional information in support of his/her request.
- An applicant may appeal directly to the Disability Employment Program Manager of the Office of Equal Rights. The applicant may present additional information in support of his/her request.

18. If an individual wishes to file an EEO Complaint, or to pursue MSPB or union grievance procedures, she/he must take the following steps:

- For an EEO complaint pursuant to 29 C.F.R. 1614, contact an EEO Counselor in the Office of Equal Rights within 45 days from the date of this denial of reasonable accommodation; or
- For a collective bargaining claim, file a written grievance in accordance with the provisions of the Collective Bargaining Agreement; or
- Initiate an appeal to the Merit Systems Protection Board within 30 days of an appealable adverse action as defined in 5 C.F.R. 1201.3

19. Name Of Deciding Official	20. Signature Of Deciding Official	21. Date
-------------------------------	------------------------------------	----------

1 Copy of this form must be provided to the employee or applicant who made the request.

1 Copy of this form must be provided to the Disability Employment Program Manager of the Office of Equal Rights.

**Certification of Health Care Provider for
Employee's Serious Health Condition
(Family and Medical Leave Act)**

U.S. Department of Labor

Wage and Hour Division



DO NOT SEND COMPLETED FORM TO THE DEPARTMENT OF LABOR; RETURN TO THE PATIENT

OMB Control Number: 1235-0003

Expires: 5/31/2018

SECTION I: For Completion by the EMPLOYER

INSTRUCTIONS to the EMPLOYER: The Family and Medical Leave Act (FMLA) provides that an employer may require an employee seeking FMLA protections because of a need for leave due to a serious health condition to submit a medical certification issued by the employee's health care provider. Please complete Section I before giving this form to your employee. Your response is voluntary. While you are not required to use this form, you may not ask the employee to provide more information than allowed under the FMLA regulations, 29 C.F.R. §§ 825.306-825.308. Employers must generally maintain records and documents relating to medical certifications, recertifications, or medical histories of employees created for FMLA purposes as confidential medical records in separate files/records from the usual personnel files and in accordance with 29 C.F.R. § 1630.14(c)(1), if the Americans with Disabilities Act applies, and in accordance with 29 C.F.R. § 1635.9, if the Genetic Information Nondiscrimination Act applies.

Employer name and contact: Max J Meindl

Employee's job title: Emergency Management Specialist

Regular work schedule: 40 hour week, 9-5:30

Employee's essential job functions: Emergency Management, recovery services, program delivery manager assisting applicants with federal grant application for recovery from Hurricane Harvey, office/computer work and field visits/meetings.

Check if job description is attached:

SECTION II: For Completion by the EMPLOYEE

INSTRUCTIONS to the EMPLOYEE: Please complete Section II before giving this form to your medical provider. The FMLA permits an employer to require that you submit a timely, complete, and sufficient medical certification to support a request for FMLA leave due to your own serious health condition. If requested by your employer, your response is required to obtain or retain the benefit of FMLA protections. 29 U.S.C. §§ 2613, 2614(c)(3). Failure to provide a complete and sufficient medical certification may result in a denial of your FMLA request. 20 C.F.R. § 825.313. Your employer must give you at least 15 calendar days to return this form. 29 C.F.R. § 825.305(b).

Your name: Max J Meindl

First

Middle

Last

SECTION III: For Completion by the HEALTH CARE PROVIDER

INSTRUCTIONS to the HEALTH CARE PROVIDER: Your patient has requested leave under the FMLA. Answer, fully and completely, all applicable parts. Several questions seek a response as to the frequency or duration of a condition, treatment, etc. Your answer should be your best estimate based upon your medical knowledge, experience, and examination of the patient. Be as specific as you can; terms such as "lifetime," "unknown," or "indeterminate" may not be sufficient to determine FMLA coverage. Limit your responses to the condition for which the employee is seeking leave. Do not provide information about genetic tests, as defined in 29 C.F.R. § 1635.3(f), genetic services, as defined in 29 C.F.R. § 1635.3(e), or the manifestation of disease or disorder in the employee's family members, 29 C.F.R. § 1635.3(b). Please be sure to sign the form on the last page.

Provider's name and business address: C. Christophe Gay, M.D., 235 W. Palm, Bellville TX 77418

Type of practice / Medical specialty: Family Practice

Telephone: (979) 865-8484

Fax: (979) 865-8686

1. Approximate date condition commenced: 08/04/2009

Probable duration of condition: Indeterminate, perpetual

Mark below as applicable:

Was the patient admitted for an overnight stay in a hospital, hospice, or residential medical care facility?

No Yes. If so, dates of admission:

08/04/2009 (stent surgery) 05/27/2013 (stent surgery), pending surgery-

Date(s) you treated the patient for condition:

10/22/2018, 02/06/2019

Will the patient need to have treatment visits at least twice per year due to the condition? No Yes.

Was medication, other than over-the-counter medication, prescribed? No Yes.

Was the patient referred to other health care provider(s) for evaluation or treatment (e.g., physical therapist)?
No Yes. If so, state the nature of such treatments and expected duration of treatment:

Cardiologist, testing, evaluation and surgery

2. Is the medical condition pregnancy? No Yes. If so, expected delivery date: _____

3. Use the information provided by the employer in Section I to answer this question. If the employer fails to provide a list of the employee's essential functions or a job description, answer these questions based upon the employee's own description of his/her job functions.

Is the employee unable to perform any of his/her job functions due to the condition: No Yes.

If so, identify the job functions the employee is unable to perform:

4. Describe other relevant medical facts, if any, related to the condition for which the employee seeks leave (such medical facts may include symptoms, diagnosis, or any regimen of continuing treatment such as the use of specialized equipment):

Problem: Abnormal cardiovascular function study, R94.30, Active 274525000

Problem: Arteriosclerosis of native coronary artery w/ angina pectoris, I25.119, Active 194828000

Problem: Edema, R60.9, Active 79654002

Problem: Arteriosclerosis of native coronary artery w/ angina pectoris

Problem: Abnormal cardiovascular function study (ICD-10 - R94.30)

Arteriosclerosis of native coronary artery w/ angina pectoris: Stress test with apical moderate ischemia.

PART B: AMOUNT OF LEAVE NEEDED

5. Will the employee be incapacitated for a single continuous period of time due to his/her medical condition, including any time for treatment and recovery? No Yes.

If so, estimate the beginning and ending dates for the period of incapacity: a few days after heart surgery

6. Will the employee need to attend follow-up treatment appointments or work part-time or on a reduced schedule because of the employee's medical condition? No Yes.

If so, are the treatments or the reduced number of hours of work medically necessary?
 No Yes.

Estimate treatment schedule, if any, including the dates of any scheduled appointments and the time required for each appointment, including any recovery period:

indeterminate, predicated on physical condition of patient

Estimate the part-time or reduced work schedule the employee needs, if any:

1-2 hour(s) per day; 5 days per week from indeterminate through indeterminate

7. Will the condition cause episodic flare-ups periodically preventing the employee from performing his/her job functions? No Yes.

Is it medically necessary for the employee to be absent from work during the flare-ups?
 No Yes. If so, explain:

issues associated with heart condition

Based upon the patient's medical history and your knowledge of the medical condition, estimate the frequency of flare-ups and the duration of related incapacity that the patient may have over the next 6 months (e.g., 1 episode every 3 months lasting 1-2 days):

Frequency : times per week(s) month(s)

Duration: ¹ hours or day(s) per episode

ADDITIONAL INFORMATION: IDENTIFY QUESTION NUMBER WITH YOUR ADDITIONAL ANSWER

Records statement from Cardiologist: He has an old LAD and RCA stents. Will further risk stratify with a LHC. We spoke about LHC. Risks include but not limited to: death, stroke, MI, need for emergency surgery, need for transfusion, groin hematoma, retroperitoneal bleed, anemia, infection. All questions were answered. Patient agrees to proceed with the above procedure. We spoke about possible PCI. Risks include but not limited to: Stroke, death, vessel dissection, perforation, need for emergency surgery, failed intervention, need for repeat procedure, restenosis & acute stent thrombosis. All questions were answered. Pt agrees to proceed w/

procedure. DES if needed. Right radial access.

Abnormal cardiovascular function study Apical ischemia.

Arteriosclerosis of native coronary artery w/ angina pectoris I25.119 ; Abnormal cardiovascular function study R94.30 ;

Date _____

4 Mar 19

PAPERWORK REDUCTION ACT NOTICE AND PUBLIC BURDEN STATEMENT

If submitted, it is mandatory for employers to retain a copy of this disclosure in their records for three years. 29 U.S.C. § 2616; 29 C.F.R. § 825.500. Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. The Department of Labor estimates that it will take an average of 20 minutes for respondents to complete this collection of information, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding this burden estimate or any other aspect of this collection information, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division U.S. Department of Labor, Room S-3502, 200 Constitution Ave., NW, Washington, DC 20210. **DO NOT SEND COMPLETED FORM TO THE DEPARTMENT OF LABOR; RETURN TO THE PATIENT.**

femamax@gmail.com

From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Monday, October 28, 2019 1:27 PM
To: femamax@gmail.com
Subject: FW: FMLA Determination

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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From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:52 PM
To: Alexander, Dennis <dennis.alexander@fema.dhs.gov>
Subject: FW: FMLA Determination

Here's the email stipulating the approval, the other emails were discussion on the FMLA.

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] WARNING: This email contains FOR OFFICIAL USE ONLY (FOUO) OR PRIVACY DATA. It may contain information exempt from public release under the Freedom of Information Act (5 U.S.C. 552). The information contained herein must be controlled, stored, handled, transmitted, distributed, and disposed of in accordance with DHS policy relating to FOUO/PII information and is not to be released to the public or other personnel who do not have a valid "need-to-know" without prior approval of an authorized DHS official.

From: Gause, Jacqueline
Sent: Thursday, May 2, 2019 9:03 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Agaiby, Angela <angela.agaiaby@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>

Cc: Obasa, Babajide <babajide.obasa@fema.dhs.gov>; Guelzow, Nicole <nicole.guelzow@fema.dhs.gov>; David, Patricia <Patricia.David@fema.dhs.gov>
Subject: FMLA Determination

Good morning,

As discussed, I want to cycle back to you to let you know that your request for FMLA has been approved effective 5/01/2019. I have copied Jamie McAllister on this communication as well.

The Family and Medical Leave Act (FMLA)<<https://www.dol.gov/whd/fmla/>> generally provides employees with up to 12 weeks of unpaid, job-protected leave per year once an employee is determined to be eligible.

With regards to WebTA, please ensure that the appropriate leave i.e. annual, sick, or leave without pay is annotated under the Family and Medical Leave Act of (FMLA), as appropriate when submitting your time.

As always, please let me know if you have additional questions.

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

femamax@gmail.com

From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Wednesday, November 6, 2019 11:49 AM
To: Gause, Jacqueline
Cc: femamax@gmail.com
Subject: RE: FMLA/Reasonable accommodation

JG,

Appreciate the update and to provide some background/foundation I submit the following:

1. Within your documentation your physician states you have a disabling medical condition which needs to be accommodated.

* Yes, the current situation is challenging and for which some reasonable understanding on behalf of my employer would be appreciated.

* I think Dr. Gay was referencing my frustration at my commentary to him about my being under very specific/detailed observation by management after being advised that "you are being watched" by someone who would know in a conversation that "never happened".

2. As you know on prior occasions I have recommended you request a Reasonable Accommodations for your condition.

* I may take another look at the RA but, I'm of the opinion, based upon my previous experience, that that program is not one that FEMA embraces.

* The boilerplate, inaccurate and untimely response to my initial RA relied heavily on the "agreement" to the terms of employment and I don't see that changing.

* Besides changing the actual dates of my application for RA in their response, the boilerplate nature of the response speaks volumes.

* FEMA region 6 does not embrace telework for some reason, and that would be the absolute best accommodation for me by relieving me of the 600 miles I endure for my weekly commute.

* The commute is painful in my legs, because of the circulatory problems, but I'll do what I have to do to keep my job because I need it.

* Working also helps in my healing process by redirecting my attention and keeping me positive and laughing with my office mates.

3. I have attached the FEMA Form 256 for your review and consideration again.

* Thank you, I'll look at it.

4. Your physician indicates you need scheduling flexibility therefore I have prepared the form for you in draft to consider.

* The FMLA allows for intermittent/episodic time off of short duration, 1-2 hours or so, and that is all I require as far as flexibility.

* I really need to try to get in my 8 hour days because I've taken quite a hit to the pocketbook with all of the LWOP I've had to take this year, so I'm focusing on engaging a 9-5:30 regime that allows me more flexibility in the mornings, which typically are my most challenging times.

5. Your physician also indicated that your absences may become more excessive.

* I wouldn't say excessive absences, but I do have pulmonary issues that require attention and weekly Cardio-rehab coming up soon, 1 hour a week for 3 months, but I had the location changed to the Methodist Hospital Willowbrook, across 249, so I can do the rehab conveniently from work without having to drive across town and lose time.

* I do think he referenced the 1-3 hours, daily for x number of months, but that is more relating to my issues in the morning, which I am trying to address by coming in at 9 and working later to accommodate the morning challenges.

6. If this occurs then at that time we will work with you accordingly to see if other arrangements need to be made.

* I appreciate your support and kind concern.

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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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

femamax@gmail.com

From: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Sent: Wednesday, November 6, 2019 12:26 PM
To: Meindl, Max
Cc: femamax@gmail.com
Subject: RE: FMLA/Reasonable accommodation

Flag Status: Flagged

Good afternoon,

Thank you for the additional clarification. You may also be able to work with ERO on the medical telework piece.

Please let me know if you need anything else.

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>
Sent: Wednesday, November 6, 2019 11:49 AM
To: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Cc: femamax@gmail.com
Subject: RE: FMLA/Reasonable accommodation

JG,

Appreciate the update and to provide some background/foundation I submit the following:

1. Within your documentation your physician states you have a disabling medical condition which needs to be accommodated.
 - a. *Yes, the current situation is challenging and for which some reasonable understanding on behalf of my employer would be appreciated.*
 - b. *I think Dr. Gay was referencing my frustration at my commentary to him about my being under very specific/detailed observation by management after being advised that "you are being watched" by someone who would know in a conversation that "never happened".*
2. As you know on prior occasions I have recommended you request a Reasonable Accommodations for your condition.
 - a. *I may take another look at the RA but, I'm of the opinion, based upon my previous experience, that that program is not one that FEMA embraces.*
 - b. *The boilerplate, inaccurate and untimely response to my initial RA relied heavily on the "agreement" to the terms of employment and I don't see that changing.*

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 - d. FEMA region 6 does not embrace telework for some reason, and that would be the absolute best accommodation for me by relieving me of the 600 miles I endure for my weekly commute.
 - e. The commute is painful in my legs, because of the circulatory problems, but I'll do what I have to do to keep my job because I need it.
 - f. Working also helps in my healing process by redirecting my attention and keeping me positive and laughing with my office mates.
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- a. Thank you, I'll look at it.
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6. If this occurs then at that time we will work with you accordingly to see if other arrangements need to be made.
- a. I appreciate your support and kind concern.

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: 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



March 8, 2019

MEMORANDUM FOR: Max Meindl
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division

FROM: Jamie McAllister
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA

SUBJECT: Request for To Telework

This serves to deny your reasonable accommodation request for episodic telework dated November 26, 2018.

As your Supervisor of Record (SOR), I reviewed your signed 256 Form, and medical documentation submitted in support of your request to telework as a reasonable accommodation.

In order for a reasonable accommodation to be provided, it must first be determined that the individual making the request is a qualified individual with a disability. A qualified individual defined is as "an individual who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires." 42 U.S.C. § 12111(8).

42 U.S. Code § 12102 defines the term "disability" with respect to an individual as:

- (A) A physical or mental impairment that substantially limits one or more major life activities of such individual;
- (B) a record of such an impairment; or
- (C) being regarded as having such an impairment.

The EEOC defines a reasonable accommodation as any change in the workplace or in the way things are customarily done that provides an equal employment opportunity to an individual with a disability when an employee with a disability needs an accommodation to perform the essential functions of the job held.

The EEOC defines essential functions as those job duties that are fundamental to the position that the individual holds or desires. According to the EEOC, evidence of whether a particular function is



essential includes the agency's judgment (generally a supervisor's, manager's and/or office director's judgment), and a written position description developed before a job is advertised.

The job announcement for the Cadre of On-call Response/Recovery Employee (CORE) position states:

"All candidates must be able to deploy with little or no advance notice to anywhere in the United States and its territories for an extended period of time. Deployments may include working in excess of eight hours a day, or in excess of 40 hours per week, including weekends and holidays, and under stressful, physically demanding, and austere conditions."

In *Demyanovich v. Cadon Plating and Coatings, LLC*, 747 F.3d 419 (6th Cir. 2014), the court found that “a written job description and the employer’s judgment constitute evidence of whether a particular job function is essential”. At the Texas Recovery Office Public Assistance Cadre (TRO PA) telework is not allowed for emergency management employees outside of very limited weather-related cases. Management has determined it is an essential job function to travel to the office and visit applicants in person at their office location.

Further, pursuant to 29 U.S.C. § 701 et seq., the Rehabilitation Act of 1973, an employer is not required to eliminate an essential function of a position in response to a request for reasonable accommodation. Also, see (*Minnihan v. Mediacom Commc'n Corp.*, 779 F.3d 803 (8th Cir. 2015)). Your request to telework would require removal of an essential job function. The appropriate accommodation would be a reassignment to a position that allows telework. Should you choose to appeal the SOR’s decision, you may do so using the following procedure:

Request for reconsideration:

If an individual wishes to request reconsideration of this decision, she/he must take the following steps:

An employee may appeal directly to his/her Second Level Supervisor. The employee may present additional information in support of his/her request.

An applicant may appeal directly to the Disability Employment Program Manager of the Office of Equal Rights. The applicant may present additional information in support of his/her request.

If an individual wishes to file an EEO Complaint, or to pursue MSPB or union grievance procedures, she/he must take the following steps:

For an EEO complaint pursuant to 29 C.F.R. 1614, contact an EEO Counselor in the Office of Equal Rights within 45 days from the date of this denial of reasonable accommodation; or



For a collective bargaining claim, file a written grievance in accordance with the provisions of the Collective Bargaining Agreement; or

Initiate an appeal to the Merit Systems Protection Board within 30 days of an appealable adverse action as defined in 5 C.F.R. 1201.3

Jamie McAllister, Deputy IBD

Name & Title of Deciding Official

Signature of Deciding Official

Date

Acknowledgement of Receipt:

Please sign the acknowledgement of receipt below. Your signature does not indicate agreement with this decision, and by signing, you do not forfeit any of your rights cited above. Your signature only represents your receipt of this decision on the date signed.

Max Meindl

DATE

**Certification of Health Care Provider for
Employee's Serious Health Condition
(Family and Medical Leave Act)**

U.S. Department of Labor

Wage and Hour Division



DO NOT SEND COMPLETED FORM TO THE DEPARTMENT OF LABOR: RETURN TO THE PATIENT

OMB Control Number: 1235-0003

Expires: 5/31/2018

SECTION I: For Completion by the EMPLOYER

INSTRUCTIONS to the EMPLOYER: The Family and Medical Leave Act (FMLA) provides that an employer may require an employee seeking FMLA protections because of a need for leave due to a serious health condition to submit a medical certification issued by the employee's health care provider. Please complete Section I before giving this form to your employee. Your response is voluntary. While you are not required to use this form, you may not ask the employee to provide more information than allowed under the FMLA regulations, 29 C.F.R. §§ 825.306-825.308. Employers must generally maintain records and documents relating to medical certifications, recertifications, or medical histories of employees created for FMLA purposes as confidential medical records in separate files/records from the usual personnel files and in accordance with 29 C.F.R. § 1630.14(c)(1), if the Americans with Disabilities Act applies, and in accordance with 29 C.F.R. § 1635.9, if the Genetic Information Nondiscrimination Act applies.

Employer name and contact: FEMA, Jamie McCatister, 202-709-0851

Employee's job title: Emergency management Specialist Regular work schedule: 40 hours

Employee's essential job functions: Applicant coordination and assistance

Check if job description is attached: NONE

SECTION II: For Completion by the EMPLOYEE

INSTRUCTIONS to the EMPLOYEE: Please complete Section II before giving this form to your medical provider. The FMLA permits an employer to require that you submit a timely, complete, and sufficient medical certification to support a request for FMLA leave due to your own serious health condition. If requested by your employer, your response is required to obtain or retain the benefit of FMLA protections. 29 U.S.C. §§ 2613, 2614(c)(3). Failure to provide a complete and sufficient medical certification may result in a denial of your FMLA request. 20 C.F.R. § 825.313. Your employer must give you at least 15 calendar days to return this form. 29 C.F.R. § 825.305(b).

Your name: Max J Meindl

First

Middle

Last

SECTION III: For Completion by the HEALTH CARE PROVIDER

INSTRUCTIONS to the HEALTH CARE PROVIDER: Your patient has requested leave under the FMLA. Answer, fully and completely, all applicable parts. Several questions seek a response as to the frequency or duration of a condition, treatment, etc. Your answer should be your best estimate based upon your medical knowledge, experience, and examination of the patient. Be as specific as you can; terms such as "lifetime," "unknown," or "indeterminate" may not be sufficient to determine FMLA coverage. Limit your responses to the condition for which the employee is seeking leave. Do not provide information about genetic tests, as defined in 29 C.F.R. § 1635.3(f), genetic services, as defined in 29 C.F.R. § 1635.3(e), or the manifestation of disease or disorder in the employee's family members, 29 C.F.R. § 1635.3(b). Please be sure to sign the form on the last page.

Provider's name and business address: VAMC HOUSTON, KATY CBOC / David Alan M

Type of practice / Medical specialty: Veterans Health Care, 750 Westgreen Blvd, Katy, TX 77450

Telephone: (281) 578-4800

Fax: ()

PART A: MEDICAL FACTS1. Approximate date condition commenced: 3/18/2019Probable duration of condition: indeterminate**Mark below as applicable:**

Was the patient admitted for an overnight stay in a hospital, hospice, or residential medical care facility?

 No Yes. If so, dates of admission:3/19/2019, 4/3/2019, 4/4/2019, 4/5, 4/6, 4/7/2019

Date(s) you treated the patient for condition:

3/25/2019, 4/9/2019Will the patient need to have treatment visits at least twice per year due to the condition? No Yes.Was medication, other than over-the-counter medication, prescribed? No Yes.

Was the patient referred to other health care provider(s) for evaluation or treatment (e.g., physical therapist)?

 No Yes. If so, state the nature of such treatments and expected duration of treatment:Cardio, GI, PT2. Is the medical condition pregnancy? No Yes. If so, expected delivery date: _____

3. Use the information provided by the employer in Section I to answer this question. If the employer fails to provide a list of the employee's essential functions or a job description, answer these questions based upon the employee's own description of his/her job functions.

Is the employee unable to perform any of his/her job functions due to the condition: No Yes.

If so, identify the job functions the employee is unable to perform:

4. Describe other relevant medical facts, if any, related to the condition for which the employee seeks leave (such medical facts may include symptoms, diagnosis, or any regimen of continuing treatment such as the use of specialized equipment):

Coronary arteriosclerosis (SCT 53741008), Adiposis (SCT 414916001, Benign essential hypertension (SCT 1201005)CAD - Coronary artery disease (SCT 53741008), Hyperglycemia (SCT 80394007)

PART B: AMOUNT OF LEAVE NEEDED

5. Will the employee be incapacitated for a single continuous period of time due to his/her medical condition, including any time for treatment and recovery? No Yes.

If so, estimate the beginning and ending dates for the period of incapacity: 3/18/19 - 9/7/2019

6. Will the employee need to attend follow-up treatment appointments or work part-time or on a reduced schedule because of the employee's medical condition? No Yes.

If so, are the treatments or the reduced number of hours of work medically necessary?
 No Yes.

Estimate treatment schedule, if any, including the dates of any scheduled appointments and the time required for each appointment, including any recovery period:

1-3x/month

Estimate the part-time or reduced work schedule the employee needs, if any:

4 hour(s) per day; _____ days per week from _____ through _____

7. Will the condition cause episodic flare-ups periodically preventing the employee from performing his/her job functions? No Yes.

Is it medically necessary for the employee to be absent from work during the flare-ups?
 No Yes. If so, explain:

diagnostic testing / medication adjustment

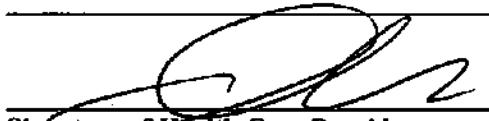
Based upon the patient's medical history and your knowledge of the medical condition, estimate the frequency of flare-ups and the duration of related incapacity that the patient may have over the next 6 months (e.g., 1 episode every 3 months lasting 1-2 days):

Frequency : 1-3 times per _____ week(s) 1-2 month(s)

Duration: _____ hours or _____ day(s) per episode

ADDITIONAL INFORMATION: IDENTIFY QUESTION NUMBER WITH YOUR ADDITIONAL ANSWER.

N/A



Signature of Health Care Provider

Date

4/11/2019

PAPERWORK REDUCTION ACT NOTICE AND PUBLIC BURDEN STATEMENT

If submitted, it is mandatory for employers to retain a copy of this disclosure in their records for three years. 29 U.S.C. § 2616; 29 C.F.R. § 825.500. Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. The Department of Labor estimates that it will take an average of 20 minutes for respondents to complete this collection of information, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding this burden estimate or any other aspect of this collection information, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S-3502, 200 Constitution Ave., NW, Washington, DC 20210. **DO NOT SEND COMPLETED FORM TO THE DEPARTMENT OF LABOR; RETURN TO THE PATIENT.**

Meindl, Max

From: Meindl, Max
Sent: Thursday, August 23, 2018 1:08 PM
To: Terry, Detra
Subject: RA
Attachments: Reasonable Accommodation-FEMA Form 256-0-1-08232018.pdf

See attached

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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Meindl, Max

From: Meindl, Max
Sent: Thursday, August 23, 2018 1:11 PM
To: Terry, Detra
Cc: Oke, Nicole; McPhie, Regina; FEMA-Reasonable-Accommodation; Goudy, Douglas; Henri, Foudiya; Avery, Darlene; femamax@gmail.com
Subject: RA
Attachments: Reasonable Accomodation-FEMA Form 256-0-1-08232018.pdf

Detra,
RA form attached.

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: FEMA-Reasonable-Accommodation
Sent: Thursday, August 23, 2018 9:22 PM
To: Meindl, Max
Cc: FEMA-Reasonable-Accommodation; Maddox Britt, Sandra
Subject: RE: RA
Attachments: RA INFORMATION SHEET-empl.doc

Max:

The Office of Equal Rights/Reasonable Accommodation Unit has received your reasonable accommodation (RA) request. The case has been assigned to Sandra Maddox Britt, Reasonable Accommodation Analyst. Please fill out the attached information sheet to complete your file and send to her. Ms. Maddox-Britt will contact you soon to facilitate the RA process. If you have any questions, Ms. Maddox-Britt will assist. I have omitted the other individuals you copied in the e-mail. The RA process is a confidential one and only individuals with the need to know should be involved.

Respectfully,

Luz A. Fernandez

Equal Rights Specialist | AEP/RA Lead | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0915, Washington, DC 20472-3505 | Desk: 202.212.2740 | Mobile: 202.805.8638 | Efax: 540.504.2816 | Fax: 202.646.4320 | Luz.Fernandez@fema.dhs.gov

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From: Meindl, Max
Sent: Thursday, August 23, 2018 2:11 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Cc: Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,
RA form attached.

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: FEMA-Reasonable-Accommodation
Sent: Thursday, August 23, 2018 9:26 PM
To: Meindl, Max; Terry, Detra
Cc: Oke, Nicole; McPhie, Regina; FEMA-Reasonable-Accommodation; Goudy, Douglas; Henri, Fouadiya; Avery, Darlene; femamax@gmail.com
Subject: RE: RA

Case assigned to Sandra Maddox-Britt.

From: Meindl, Max
Sent: Thursday, August 23, 2018 2:11 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Cc: Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Fouadiya <Fouadiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,
RA form attached.

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



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Meindl, Max

From: Henri, Foudiya
Sent: Tuesday, August 28, 2018 11:28 AM
To: Meindl, Max
Cc: Goudy, Douglas
Subject: Max Meindl request for Reasonable Accommodation

Importance: High

Hello Max,

What is the name of your Supervisor please? _____ . Was the RA request sent to the Supervisor? If yes please let me know. I can assist with the RA request ONLY.

For Informal Complaint assistance please contact Doug Goudy directly.

Thank you,
Foudiya Henri
202-394-4633 Cell

From: Meindl, Max
Sent: Thursday, August 23, 2018 2:11 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Cc: Oke, Nicole <nicolette.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,
RA form attached.

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: Maddox Britt, Sandra
Sent: Wednesday, August 29, 2018 9:31 AM
To: Meindl, Max
Subject: RE: RA Request (Meindl)
Attachments: FEMA Form 256-0-1.pdf

Hello Mr. Meindl

I have received an email from Ms. Fernandez indicating that you have an RA request. The document attached to the email, however, is blank. Can you please send me the form you completed?

Also, who is your Supervisor of Record, and did you provide the form to your supervisor of Record?

Thank you
Sandra Britt
202-412-4787

From: FEMA-Reasonable-Accommodation
Sent: Thursday, August 23, 2018 10:22 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA

Max:

The Office of Equal Rights/Reasonable Accommodation Unit has received your reasonable accommodation (RA) request. The case has been assigned to Sandra Maddox Britt, Reasonable Accommodation Analyst. Please fill out the attached information sheet to complete your file and send to her. Ms. Maddox-Britt will contact you soon to facilitate the RA process. If you have any questions, Ms. Maddox-Britt will assist. I have omitted the other individuals you copied in the e-mail. The RA process is a confidential one and only individuals with the need to know should be involved.

Respectfully,

Luz A. Fernandez

Equal Rights Specialist | AEP/RA Lead | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0915, Washington, DC 20472-3505 |
Desk: 202.212.2740 | Mobile: 202.805.8638 | Efax: 540.504.2816 | Fax: 202.646.4320 | Luz.Fernandez@fema.dhs.gov

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From: Meindl, Max
Sent: Thursday, August 23, 2018 2:11 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Cc: Oke, Nicole <nicolette.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,

RA form attached.

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: Wednesday, August 29, 2018 9:38 AM
To: Maddox Britt, Sandra
Subject: RE: RA Request (Meindl)
Attachments: Reasonable Accommodation-FEMA Form 256-0-1-08232018.pdf

Yes, I provided it to my supervisor.

My chain of command as I understand it:

Detra Terry, Task Force Lead

Detra S. Terry

Public Assistance-PDM/DIS

DR-4332-TX

202.718.0109/iFEMA cell

detra.terry@fema.dhs.gov

Albert P. Walters III

Public Assistance Group Supervisor

Disaster 4332 – Harvey

Cell Phone 504-570-4412

Albert.Walters@FEMA.DHS.GOV

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: Maddox Britt, Sandra

Sent: Wednesday, August 29, 2018 9:31 AM

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

Subject: RE: RA Request (Meindl)

Hello Mr. Meindl

I have received an email from Ms. Fernandez indicating that you have an RA request. The document attached to the email, however, is blank. Can you please send me the form you completed?

Also, who is your Supervisor of Record, and did you provide the form to your supervisor of Record?

Thank you

Sandra Britt

202-412-4787

From: FEMA-Reasonable-Accommodation
Sent: Thursday, August 23, 2018 10:22 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA

Max:

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Respectfully,

Luz A. Fernandez

Equal Rights Specialist | AEP/RA Lead | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0915, Washington, DC 20472-3505 | Desk: 202.212.2740 | Mobile: 202.805.8638 | Efax: 540.504.2816 | Fax: 202.646.4320 | Luz.Fernandez@fema.dhs.gov

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From: Meindl, Max
Sent: Thursday, August 23, 2018 2:11 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Cc: Oke, Nicole <nicolette.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,
RA form attached.

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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Meindl, Max

From: Maddox Britt, Sandra
Sent: Thursday, September 6, 2018 4:35 PM
To: Meindl, Max
Subject: RE: RA Request (Meindl)

Who is your supervisor?

From: Meindl, Max
Sent: Wednesday, August 29, 2018 10:38 AM
To: Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA Request (Meindl)

Yes, I provided it to my supervisor.

My chain of command as I understand it:

Detra Terry, Task Force Lead
Detra S. Terry
Public Assistance-PDM/DIS
DR-4332-TX
202.718.0109/iFEMA cell
detra.terry@fema.dhs.gov

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

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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From: Maddox Britt, Sandra
Sent: Wednesday, August 29, 2018 9:31 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: RA Request (Meindl)

Hello Mr. Meindl

I have received an email from Ms. Fernandez indicating that you have an RA request. The document attached to the email, however, is blank. Can you please send me the form you completed?

Also, who is your Supervisor of Record, and did you provide the form to your supervisor of Record?

Thank you
Sandra Britt
[202-412-4787](#)

From: FEMA-Reasonable-Accommodation
Sent: Thursday, August 23, 2018 10:22 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA

Max:

The Office of Equal Rights/Reasonable Accommodation Unit has received your reasonable accommodation (RA) request. The case has been assigned to Sandra Maddox Britt, Reasonable Accommodation Analyst. Please fill out the attached information sheet to complete your file and send to her. Ms. Maddox-Britt will contact you soon to facilitate the RA process. If you have any questions, Ms. Maddox-Britt will assist. I have omitted the other individuals you copied in the e-mail. The RA process is a confidential one and only individuals with the need to know should be involved.

Respectfully,

Luz A. Fernandez

Equal Rights Specialist | AEP/RA Lead | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0915, Washington, DC 20472-3505 |
Desk: 202.212.2740 | Mobile: 202.805.8638 | Efax: 540.504.2816 | Fax: 202.646.4320 | Luz.Fernandez@fema.dhs.gov

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Cc: Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,
RA form attached.

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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Meindl, Max

From: Maddox Britt, Sandra
Sent: Thursday, September 6, 2018 4:37 PM
To: Meindl, Max
Subject: RE: RA Request (Meindl)

Never mind, I thought the name below was your signature block. So you are in PA at HQ? If so, I need to refer you to PA's RA POCs.

From: Meindl, Max
Sent: Wednesday, August 29, 2018 10:38 AM
To: Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA Request (Meindl)

Yes, I provided it to my supervisor.

My chain of command as I understand it:

Detra Terry, Task Force Lead

Detra S. Terry

Public Assistance-PDM/DIS

DR-4332-TX

202.718.0109/iFEMA cell

detra.terry@fema.dhs.gov

Albert P. Walters III

Public Assistance Group Supervisor

Disaster 4332 – Harvey

Cell Phone 504-570-4412

Albert.Walters@FEMA.DHS.GOV

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: Maddox Britt, Sandra
Sent: Wednesday, August 29, 2018 9:31 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: RA Request (Meindl)

Hello Mr. Meindl

I have received an email from Ms. Fernandez indicating that you have an RA request. The document attached to the email, however, is blank. Can you please send me the form you completed?

Also, who is your Supervisor of Record, and did you provide the form to your supervisor of Record?

Thank you
Sandra Britt
202-412-4787

From: FEMA-Reasonable-Accommodation
Sent: Thursday, August 23, 2018 10:22 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA

Max:

The Office of Equal Rights/Reasonable Accommodation Unit has received your reasonable accommodation (RA) request. The case has been assigned to Sandra Maddox Britt, Reasonable Accommodation Analyst. Please fill out the attached information sheet to complete your file and send to her. Ms. Maddox-Britt will contact you soon to facilitate the RA process. If you have any questions, Ms. Maddox-Britt will assist. I have omitted the other individuals you copied in the e-mail. The RA process is a confidential one and only individuals with the need to know should be involved.

Respectfully,

Luz A. Fernandez

Equal Rights Specialist | AEP/RA Lead | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0915, Washington, DC 20472-3505 |
Desk: 202.212.2740 | Mobile: 202.805.8638 | Efax: 540.504.2816 | Fax: 202.646.4320 | Luz.Fernandez@fema.dhs.gov

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Cc: Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,
RA form attached.

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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Meindl, Max

From: Meindl, Max
Sent: Thursday, September 6, 2018 4:39 PM
To: Maddox Britt, Sandra
Subject: Re: RA Request (Meindl)

Houston Recovery Office, PA

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From: Maddox Britt, Sandra
Sent: Thursday, September 6, 2018 4:36:49 PM
To: Meindl, Max
Subject: RE: RA Request (Meindl)

Never mind, I thought the name below was your signature block. So you are in PA at HQ? If so, I need to refer you to PA's RA POCs.

From: Meindl, Max
Sent: Wednesday, August 29, 2018 10:38 AM
To: Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA Request (Meindl)

Yes, I provided it to my supervisor.

My chain of command as I understand it:

Detra Terry, Task Force Lead

Detra S. Terry

Public Assistance-PDM/DIS

DR-4332-TX

202.718.0109/iFEMA cell

detra.terry@fema.dhs.gov

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Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

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From: Maddox Britt, Sandra
Sent: Wednesday, August 29, 2018 9:31 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: RA Request (Meindl)

Hello Mr. Meindl

I have received an email from Ms. Fernandez indicating that you have an RA request. The document attached to the email, however, is blank. Can you please send me the form you completed?

Also, who is your Supervisor of Record, and did you provide the form to your supervisor of Record?

Thank you
Sandra Britt
202-412-4787

From: FEMA-Reasonable-Accommodation
Sent: Thursday, August 23, 2018 10:22 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA

Max:

The Office of Equal Rights/Reasonable Accommodation Unit has received your reasonable accommodation (RA) request. The case has been assigned to Sandra Maddox Britt, Reasonable Accommodation Analyst. Please fill out the attached information sheet to complete your file and send to her. Ms. Maddox-Britt will contact you soon to facilitate the RA process. If you have any questions, Ms. Maddox-Britt will assist. I have omitted the other individuals you copied in the e-mail. The RA process is a confidential one and only individuals with the need to know should be involved.

Respectfully,

Luz A. Fernandez

Equal Rights Specialist | AEP/RA Lead | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0915, Washington, DC 20472-3505 |
Desk: 202.212.2740 | Mobile: 202.805.8638 | Efax: 540.504.2816 | Fax: 202.646.4320 | Luz.Fernandez@fema.dhs.gov

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Cc: Oke, Nicole <nicolette.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Fouadiya <Fouadiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,
RA form attached.

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: Maddox Britt, Sandra
Sent: Thursday, September 6, 2018 4:52 PM
To: Meindl, Max
Subject: RE: RA Request (Meindl)

Please forward your medical documentation to me.

From: Meindl, Max
Sent: Wednesday, August 29, 2018 10:38 AM
To: Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA Request (Meindl)

Yes, I provided it to my supervisor.

My chain of command as I understand it:

Detra Terry, Task Force Lead
Detra S. Terry
Public Assistance-PDM/DIS
DR-4332-TX
202.718.0109/iFEMA cell
detra.terry@fema.dhs.gov

Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
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From: Maddox Britt, Sandra
Sent: Wednesday, August 29, 2018 9:31 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: RA Request (Meindl)

Hello Mr. Meindl

I have received an email from Ms. Fernandez indicating that you have an RA request. The document attached to the email, however, is blank. Can you please send me the form you completed?

Also, who is your Supervisor of Record, and did you provide the form to your supervisor of Record?

Thank you
Sandra Britt
[202-412-4787](#)

From: FEMA-Reasonable-Accommodation
Sent: Thursday, August 23, 2018 10:22 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA

Max:

The Office of Equal Rights/Reasonable Accommodation Unit has received your reasonable accommodation (RA) request. The case has been assigned to Sandra Maddox Britt, Reasonable Accommodation Analyst. Please fill out the attached information sheet to complete your file and send to her. Ms. Maddox-Britt will contact you soon to facilitate the RA process. If you have any questions, Ms. Maddox-Britt will assist. I have omitted the other individuals you copied in the e-mail. The RA process is a confidential one and only individuals with the need to know should be involved.

Respectfully,

Luz A. Fernandez

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Subject: RA

Detra,
RA form attached.

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: Thursday, September 6, 2018 5:08 PM
To: Maddox Britt, Sandra
Subject: Re: RA Request (Meindl)

Sent from personal email in confidence

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From: Maddox Britt, Sandra
Sent: Thursday, September 6, 2018 4:51:43 PM
To: Meindl, Max
Subject: RE: RA Request (Meindl)

Please forward your medical documentation to me.

From: Meindl, Max
Sent: Wednesday, August 29, 2018 10:38 AM
To: Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA Request (Meindl)

Yes, I provided it to my supervisor.

My chain of command as I understand it:

Detra Terry, Task Force Lead

Detra S. Terry

Public Assistance-PDM/DIS

DR-4332-TX

202.718.0109/iFEMA cell

detra.terry@fema.dhs.gov

Albert P. Walters III
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Disaster 4332 – Harvey
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From: Maddox Britt, Sandra
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To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: RA Request (Meindl)

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Also, who is your Supervisor of Record, and did you provide the form to your supervisor of Record?

Thank you
Sandra Britt
202-412-4787

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To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>
Subject: RE: RA

Max:

The Office of Equal Rights/Reasonable Accommodation Unit has received your reasonable accommodation (RA) request. The case has been assigned to Sandra Maddox Britt, Reasonable Accommodation Analyst. Please fill out the attached information sheet to complete your file and send to her. Ms. Maddox-Britt will contact you soon to facilitate the RA process. If you have any questions, Ms. Maddox-Britt will assist. I have omitted the other individuals you copied in the e-mail. The RA process is a confidential one and only individuals with the need to know should be involved.

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Luz A. Fernandez

Equal Rights Specialist | AEP/RA Lead | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0915, Washington, DC 20472-3505 |
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Subject: RA

Detra,
RA form attached.

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: Merritt, Lisa
Sent: Monday, September 17, 2018 2:11 PM
To: Meindl, Max
Subject: Reasonable Accommodation Request

Importance: High

Hello Max,

I have received your 256 Reasonable Accommodation Request Form. In addition, we will need supporting documentation from your health care provider (on letterhead) to provide to Office of Equal Rights. Below is the information that should be included in the letter for a reasonable accommodation request:

- The nature, severity, or duration of your impairment/disability
- The extent to which the impairment/disability limits your ability to perform your job
- Why you require the particular Reasonable Accommodation (what tools do you need to do your job i.e. chair, vehicle upgrade / please be very specific)
- How the accommodation you requested will assist you in performing the essential functions of the job

Please give me a call, so we can discuss.

Thank you,

Cadre Management Team

Public Assistance Division

Field Support Branch

FEMA/HQ

Reservists Line: 202-212-1028

FEMA-PA-Reservist-Program@fema.dhs.gov

Meindl, Max

From: Merritt, Lisa
Sent: Thursday, October 4, 2018 1:12 PM
To: Meindl, Max
Subject: RE: Reasonable Accommodation Request

Hello Max,

I reached out last week and left another voicemail. Do you have any questions about the RA process? Anything we need to go over together?

Thank you,

Lisa Merritt | Asst. Reservist Program Manager
Public Assistance Division
Field Support Branch
FEMA | HQ
202-212-2524 | lisa.merritt@fema.dhs.gov
FEMA-PA-Reservist-Program@fema.dhs.gov

From: Merritt, Lisa
Sent: Wednesday, September 26, 2018 1:29 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Reasonable Accommodation Request

Hello Max,

I wanted to follow up on your reasonable accommodation. Please give me a call, so I can answer any questions you may have.

Thank you,

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Public Assistance Division
Field Support Branch
FEMA | HQ
202-212-2524 | lisa.merritt@fema.dhs.gov
FEMA-PA-Reservist-Program@fema.dhs.gov

From: Merritt, Lisa
Sent: Monday, September 17, 2018 3:11 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Reasonable Accommodation Request
Importance: High

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FEMA-PA-Reservist-Program@fema.dhs.gov

Meindl, Max

From: Meindl, Max
Sent: Thursday, October 4, 2018 1:16 PM
To: Merritt, Lisa
Subject: RE: Reasonable Accommodation Request

I have to meet with a cardiologist to obtain requested paperwork.

The VA does not seem to be interested in putting anything in writing so I am having to see a provider outside the VA system.

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: Merritt, Lisa
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Cadre Management Team
Public Assistance Division
Field Support Branch
FEMA/HQ
Reservists Line: 202-212-1028
FEMA-PA-Reservist-Program@fema.dhs.gov

Meindl, Max

From: Merritt, Lisa
Sent: Thursday, October 4, 2018 1:23 PM
To: Meindl, Max
Subject: RE: Reasonable Accommodation Request

Ok, I'm just making sure I can answer any questions you may have. The note needs to be very descriptive and provide all information that I sent to you in bullet points.

Thank you,

Lisa Merritt | Asst. Reservist Program Manager
Public Assistance Division
Field Support Branch
FEMA | HQ
202-212-2524 | lisa.merritt@fema.dhs.gov
FEMA-PA-Reservist-Program@fema.dhs.gov

From: Meindl, Max
Sent: Thursday, October 4, 2018 2:16 PM
To: Merritt, Lisa <lisa.merritt@fema.dhs.gov>
Subject: RE: Reasonable Accommodation Request

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Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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max.meindl@fema.dhs.gov



FEMA

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Public Assistance Division

Field Support Branch

FEMA/HQ

Reservists Line: 202-212-1028

FEMA-PA-Reservist-Program@fema.dhs.gov

Meindl, Max

From: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max
Cc: FEMA-Reasonable-Accommodation
Subject: RA Request
Attachments: RA INFORMATION SHEET-Vista.doc; blank FEMA Form 256-0-1.pdf

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Meindl, Max
Sent: Monday, October 15, 2018 1:16 PM
To: Brathwaite, Winston
Cc: FEMA-Reasonable-Accommodation
Subject: RE: RA Request
Attachments: Reasonable Accomodation-FEMA Form 256-0-1-08232018.pdf

Previously sent to my supervisor as follows:

*From: Meindl, Max
Sent: Thursday, August 23, 2018 1:08 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RA
See attached
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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:18 PM
To: Meindl, Max
Cc: FEMA-Reasonable-Accommodation
Subject: RE: RA Request

Thanks for your response, Mr. Meindl. I will follow up with your supervisor.

Best,
Winston

From: Meindl, Max
Sent: Monday, October 15, 2018 2:16 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

Previously sent to my supervisor as follows:

*From: Meindl, Max
Sent: Thursday, August 23, 2018 1:08 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RA
See attached
Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
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202-374-9426
max.meindl@fema.dhs.gov*

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From: Brathwaite, Winston
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To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
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Meindl, Max

From: Meindl, Max
Sent: Monday, October 15, 2018 2:02 PM
To: Brathwaite, Winston
Cc: FEMA-Reasonable-Accommodation
Subject: RE: RA Request
Attachments: RA INFORMATION SHEET-Vista-Meindl.doc; RA information.pdf; Reasonable Accommodation-FEMA Form 256-0-1-08232018.pdf

FYI

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



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Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Brathwaite, Winston
Sent: Monday, October 15, 2018 2:08 PM
To: Meindl, Max
Cc: FEMA-Reasonable-Accommodation; Terry, Detra
Subject: RE: RA Request

Thank you Mr. Meindl.

Ms. Terry, there is no need to request that Mr. Meindl complete the information form any longer. Thank you.

Best,
Winston

From: Meindl, Max
Sent: Monday, October 15, 2018 3:02 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

FYI

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:18 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

Thanks for your response, Mr. Meindl. I will follow up with your supervisor.

Best,
Winston

From: Meindl, Max
Sent: Monday, October 15, 2018 2:16 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>

Subject: RE: RA Request

Previously sent to my supervisor as follows:

*From: Meindl, Max
Sent: Thursday, August 23, 2018 1:08 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RA
See attached
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*

Max J Meindl, PMP
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From: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA| DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Meindl, Max
Sent: Monday, October 15, 2018 2:10 PM
To: Brathwaite, Winston
Cc: FEMA-Reasonable-Accommodation; Terry, Detra
Subject: RE: RA Request

10-4, thank you Winston, appreciate your efforts.

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 2:08 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: RA Request

Thank you Mr. Meindl.

Ms. Terry, there is no need to request that Mr. Meindl complete the information form any longer. Thank you.

Best,
Winston

From: Meindl, Max
Sent: Monday, October 15, 2018 3:02 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

FYI

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426



FEMA

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From: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:18 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

Thanks for your response, Mr. Meindl. I will follow up with your supervisor.

Best,
Winston

From: Meindl, Max
Sent: Monday, October 15, 2018 2:16 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

Previously sent to my supervisor as follows:

*From: Meindl, Max
Sent: Thursday, August 23, 2018 1:08 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RA
See attached
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*

Max J Meindl, PMP
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DHS | FEMA-Recovery Directorate
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From: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

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- Nature, severity and duration of the disability
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- How the impairment of the major life activity or activities affects the performance of the essential functions of the individual's position
- Limitations that the disability imposes on the individual as related to the performance of the essential functions of the individual's position
- How the RA requested will assist the employee in the performance of the essential functions of the position

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Meindl, Max
Sent: Sunday, October 21, 2018 2:43 PM
To: femamax@gmail.com
Subject: Fwd: Reasonable Accommodation Request

Get [Outlook for iOS](#)

From: Merritt, Lisa
Sent: Thursday, October 4, 2018 1:23:25 PM
To: Meindl, Max
Subject: RE: Reasonable Accommodation Request

Ok, I'm just making sure I can answer any questions you may have. The note needs to be very descriptive and provide all information that I sent to you in bullet points.

Thank you,

Lisa Merritt | Asst. Reservist Program Manager
Public Assistance Division
Field Support Branch
FEMA | HQ
202-212-2524 | lisa.merritt@fema.dhs.gov
FEMA-PA-Reservist-Program@fema.dhs.gov

From: Meindl, Max
Sent: Thursday, October 4, 2018 2:16 PM
To: Merritt, Lisa <lisa.merritt@fema.dhs.gov>
Subject: RE: Reasonable Accommodation Request

I have to meet with a cardiologist to obtain requested paperwork.

The VA does not seem to be interested in putting anything in writing so I am having to see a provider outside the VA system.

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: Merritt, Lisa
Sent: Thursday, October 4, 2018 1:12 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Reasonable Accommodation Request

Hello Max,

I reached out last week and left another voicemail. Do you have any questions about the RA process? Anything we need to go over together?

Thank you,

Lisa Merritt | Asst. Reservist Program Manager
Public Assistance Division
Field Support Branch
FEMA | HQ
202-212-2524 | lisa.merritt@fema.dhs.gov
FEMA-PA-Reservist-Program@fema.dhs.gov

From: Merritt, Lisa
Sent: Wednesday, September 26, 2018 1:29 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Reasonable Accommodation Request

Hello Max,

I wanted to follow up on your reasonable accommodation. Please give me a call, so I can answer any questions you may have.

Thank you,

Lisa Merritt | Asst. Reservist Program Manager
Public Assistance Division
Field Support Branch
FEMA | HQ
202-212-2524 | lisa.merritt@fema.dhs.gov
FEMA-PA-Reservist-Program@fema.dhs.gov

From: Merritt, Lisa
Sent: Monday, September 17, 2018 3:11 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Reasonable Accommodation Request
Importance: High

Hello Max,

I have received your 256 Reasonable Accommodation Request Form. In addition, we will need supporting documentation from your health care provider (on letterhead) to provide to Office of Equal Rights. Below is the information that should be included in the letter for a reasonable accommodation request:

- The nature, severity, or duration of your impairment/disability
- The extent to which the impairment/disability limits your ability to perform your job
- Why you require the particular Reasonable Accommodation (what tools do you need to do your job i.e. chair, vehicle upgrade / please be very specific)
- How the accommodation you requested will assist you in performing the essential functions of the job

Please give me a call, so we can discuss.

Thank you,

Cadre Management Team

Public Assistance Division

Field Support Branch

FEMA/HQ

Reservists Line: 202-212-1028

FEMA-PA-Reservist-Program@fema.dhs.gov

Meindl, Max

From: Meindl, Max
Sent: Wednesday, October 24, 2018 10:57 AM
To: Brathwaite, Winston
Subject: RE: RA Request
Attachments: 2018_10_24_10_52_27.pdf; RA information.pdf

Winston,
Appreciate your correspondence and assistance.
Documents attached.

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

The reasonable accommodation (RA) request process is a confidential one that must not be shared with anyone that does not have a need to know. Besides the supervisor of record (SOR) no other individual should be included or copied in the process, to preserve confidentiality. The RA process starts with the request of the employee for a reasonable accommodation (RA). The request can be done in any way, verbally, email, letter, etc. The SOR should request that the employee fill out a 256-0-1 form (Request for Reasonable Accommodation), attached, indicating what they are requesting as an accommodation, the reason for the request and if the request is time sensitive. The employee must sign and date the request. When an individual requests an RA, there should be an interactive process (meeting) between the SOR and the employee to better understand the employee's request and needs. If the disability is not obvious (visible), the SOR requests the employee to provide medical documentation to support the specific need for the RA requested. Sufficient medical information provides the following information:

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Brathwaite, Winston
Sent: Wednesday, October 24, 2018 11:13 AM
To: Meindl, Max
Cc: Terry, Detra
Subject: RE: RA Request
Attachments: blank FEMA Form 256-0-1.pdf

Thank you, Mr. Meindl:

Did you fill out the 256 Form as well? I don't see one for you on file. I have attached it to this email for your convenience. Also, for future reference, due to the confidential nature of the RA process, when sending medical documents, please password protect them. Once I receive the completed 256 Form, I will begin processing your request. Have a great day.

Respectfully,
Winston

From: Meindl, Max
Sent: Wednesday, October 24, 2018 11:57 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: RE: RA Request

Winston,
Appreciate your correspondence and assistance.
Documents attached.

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Meindl, Max
Sent: Thursday, October 25, 2018 8:43 AM
To: Brathwaite, Winston
Subject: RE: RA Request
Attachments: Dr. Gay.pdf

It is included as page 2 and 3 of behind the doctors letter (2018-10-24-10-52-27 file), I've included it again for 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: Brathwaite, Winston
Sent: Wednesday, October 24, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: RA Request

Thank you, Mr. Meindl:

Did you fill out the 256 Form as well? I don't see one for you on file. I have attached it to this email for your convenience. Also, for future reference, due to the confidential nature of the RA process, when sending medical documents, please password protect them. Once I receive the completed 256 Form, I will begin processing your request. Have a great day.

Respectfully,
Winston

From: Meindl, Max
Sent: Wednesday, October 24, 2018 11:57 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: RE: RA Request

Winston,
Appreciate your correspondence and assistance.
Documents attached.

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



FEMA

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From: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

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Winston D. Brathwaite, J.D.

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Meindl, Max

From: Meindl, Max
Sent: Thursday, October 25, 2018 8:44 AM
To: Brathwaite, Winston
Subject: RE: RA Request
Attachments: Reasonable Accommodation-FEMA Form 256-0-1-08232018-10252018.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: Brathwaite, Winston
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To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

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Winston D. Brathwaite, J.D.

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Meindl, Max

From: Meindl, Max
Sent: Thursday, October 25, 2018 8:45 AM
To: Brathwaite, Winston
Subject: FW: RA Request
Attachments: RA INFORMATION SHEET-Vista-Meindl.doc; RA information.pdf; Reasonable Accommodation-FEMA Form 256-0-1-08232018.pdf

I sent this email to you on the 15th.

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: Monday, October 15, 2018 2:02 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

FYI

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:18 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>

Subject: RE: RA Request

Thanks for your response, Mr. Meindl. I will follow up with your supervisor.

Best,
Winston

From: Meindl, Max

Sent: Monday, October 15, 2018 2:16 PM

To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>

Subject: RE: RA Request

Previously sent to my supervisor as follows:

From: Meindl, Max

Sent: Thursday, August 23, 2018 1:08 PM

To: Terry, Detra <detra.terry@fema.dhs.gov>

Subject: RA

See attached

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

Max J Meindl, PMP

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From: Brathwaite, Winston

Sent: Monday, October 15, 2018 1:06 PM

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

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>

Subject: RA Request

Greetings, Mr. Meindl:

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Meindl, Max
Sent: Thursday, October 25, 2018 9:28 AM
To: Brathwaite, Winston
Subject: RE: RA Request

Winston,
Forgot to thank you for your efforts.
Have a wonderful day....

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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From: Brathwaite, Winston
Sent: Wednesday, October 24, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
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Thank you, Mr. Meindl:

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Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
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Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Brathwaite, Winston
Sent: Thursday, October 25, 2018 9:33 AM
To: Meindl, Max
Subject: RE: RA Request

Thank you Max. Have these been sent to your SOR, Ms. Detra Terry?

Best,
Winston

From: Meindl, Max
Sent: Thursday, October 25, 2018 10:28 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: RE: RA Request

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Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Meindl, Max
Sent: Thursday, October 25, 2018 10:35 AM
To: Brathwaite, Winston
Subject: RE: RA Request

At this time, just to you Winston.

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: Brathwaite, Winston
Sent: Thursday, October 25, 2018 9:33 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: RA Request

Thank you Max. Have these been sent to your SOR, Ms. Detra Terry?

Best,
Winston

From: Meindl, Max
Sent: Thursday, October 25, 2018 10:28 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: RE: RA Request

Winston,
Forgot to thank you for your efforts.
Have a wonderful day....

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: Brathwaite, Winston
Sent: Wednesday, October 24, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: RA Request

Thank you, Mr. Meindl:

Did you fill out the 256 Form as well? I don't see one for you on file. I have attached it to this email for your convenience. Also, for future reference, due to the confidential nature of the RA process, when sending medical documents, please password protect them. Once I receive the completed 256 Form, I will begin processing your request. Have a great day.

Respectfully,
Winston

From: Meindl, Max
Sent: Wednesday, October 24, 2018 11:57 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: RE: RA Request

Winston,
Appreciate your correspondence and assistance.
Documents attached.

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

The reasonable accommodation (RA) request process is a confidential one that must not be shared with anyone that does not have a need to know. Besides the supervisor of record (SOR) no other individual should be included or copied in the process, to preserve confidentiality. The RA process starts with the request of the employee for a reasonable accommodation (RA). The request can be done in any way, verbally, email, letter, etc. The SOR should request that the employee fill out a 256-0-1 form (Request for Reasonable Accommodation), attached, indicating what they are requesting as an accommodation, the reason for the request and if the request is time sensitive. The employee must sign and date the request. When an individual requests an RA, there should be an interactive process (meeting) between the SOR and the employee to better understand the employee's request and needs. If the disability is not obvious (visible), the SOR requests the employee to provide medical documentation to support the specific need for the RA requested. Sufficient medical information provides the following information:

- Nature, severity and duration of the disability
- What major life activity or activities the disability impairs
- How the impairment of the major life activity or activities affects the performance of the essential functions of the individual's position
- Limitations that the disability imposes on the individual as related to the performance of the essential functions of the individual's position
- How the RA requested will assist the employee in the performance of the essential functions of the position

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Meindl, Max
Sent: Thursday, October 25, 2018 4:39 PM
To: TERRY, DETRA S.
Subject: FW: RA Request
Attachments: Reasonable Accommodation-FEMA Form 256-0-1-08232018-10252018.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: Thursday, October 25, 2018 8:43 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: RE: RA Request

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: Brathwaite, Winston
Sent: Wednesday, October 24, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>

Cc: Terry, Detra <detra.terry@fema.dhs.gov>

Subject: RE: RA Request

Thank you, Mr. Meindl:

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Respectfully,
Winston

From: Meindl, Max
Sent: Wednesday, October 24, 2018 11:57 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: RE: RA Request

Winston,
Appreciate your correspondence and assistance.
Documents attached.

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

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(Request for Reasonable Accommodation), attached, indicating what they are requesting as an accommodation, the reason for the request and if the request is time sensitive. The employee must sign and date the request. When an individual requests an RA, there should be an interactive process (meeting) between the SOR and the employee to better understand the employee's request and needs. If the disability is not obvious (visible), the SOR requests the employee to provide medical documentation to support the specific need for the RA requested. Sufficient medical information provides the following information:

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- How the RA requested will assist the employee in the performance of the essential functions of the position

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, November 7, 2018 4:10 PM
To: Brathwaite, Winston; Merritt, Lisa; Henri, Foudiya; Goudy, Douglas
Cc: FEMA-Reasonable-Accommodation; Asaro, Karen; TERRY, DETRA S.; femamax@gmail.com
Subject: RE: RA Request

Winston,

I was just advised by my TFL (Detra Terry) that you were going to be closing my RA request and that I could open a new case. That is not acceptable to me.

I filed my initial RA on AUGUST 23rd 2018 and here we are on November 7th, 2018 with no resolution nor response.

I find that a tad unacceptable and would like to inquire as to why my request cannot be handled in a timely manner, approved or denied.

According to policy:

FEMA Manual 1430.1 Chg.1 December 3, 2002

4-4

Chapter 5

Time Frames

5-1. Processing Requests. FEMA will process requests for reasonable accommodation and provide accommodations, where they are appropriate, in as short a time frame as reasonably possible. FEMA recognizes, however, that the time necessary to process a request will depend on the nature of the accommodation requested and whether it is necessary to obtain supporting information. Time frames for processing requests and providing reasonable accommodation where no supporting information is required are as follows:

a. Requests from applicants for employment should be expedited when necessary to ensure the applicant's ability to compete for the position. However, these requests should not exceed ten (10) business days.

b. If a request from an employee is processed by the supervisor, the request should be processed, and the accommodation, if granted, provided within 15 business days from the date of receipt of the request. Requests for accommodation should be expedited when the accommodation is needed to enable the employee to participate in an Agency activity scheduled to occur in the near future.

(1) If the decision maker believes that it is necessary to obtain medical information to determine whether the requesting individual has a disability and/or to identify the functional limitations, the decision maker will request the information as soon as possible after his or her receipt of the request for accommodation. FEMA recognizes that the need for documentation may not become apparent until after the interactive process has begun.

(2) In cases where medical documentation is needed, the accommodation, if granted, will be provided within ten (10) business days for an applicant, and within 15 business days for an employee, from the date the decision maker receives the relevant information, absent any extenuating circumstances.

c. Where the Disability Program Manager is the decision maker on a request for reasonable accommodation, he/she will make a decision on the request and the accommodation, if granted, will be provided within 15 business days from the date of the request. If medical documentation is necessary, the decision will be made within 15 business days of receipt of the medical information, absent any extenuating circumstances.

All requested appropriate documentation has been provided as requested including my doctors statement.

Please advise soonest.

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

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- How the RA requested will assist the employee in the performance of the essential functions of the position

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Brathwaite, Winston
Sent: Thursday, November 8, 2018 6:47 AM
To: Meindl, Max
Cc: Terry, Detra
Subject: FW: RA Request

Greetings, Mr. Meindl:

Please see the email string below. Supervisors of Record have 30 days within which to render a decision on a reasonable accommodation request. As you mentioned in your email to me, your request was submitted in August. It is now going on almost 120 days with no decision rendered. We cannot allow this case to languish any further. If the SOR is prepared to render a decision the case can be processed and closed. If not, the case will be closed until the SOR is prepared to render a decision. I hope this helps.

Respectfully,
Winston

From: Brathwaite, Winston
Sent: Wednesday, November 7, 2018 12:10 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: FW: RA Request

From: Brathwaite, Winston
Sent: Wednesday, November 7, 2018 12:06 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: RE: RA Request

Greetings, Ms. Terry. I have not heard anything back. I will therefore close this case. If you are the employee want to proceed, a new case can be opened. Thank you.

Respectfully,
Winston

From: Brathwaite, Winston
Sent: Wednesday, October 31, 2018 11:03 AM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: RA Request

Greetings, Ms. Terry:

Following up on the below e-mail. Please let me know the status. Thank you.

Regards,
Winston

From: Brathwaite, Winston
Sent: Thursday, October 25, 2018 2:44 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: FW: RA Request

Greetings, Ms. Terry:

Here are the RA documents you will need to review in order to make the determination to grant or deny Mr. Max Meindl's reasonable accommodation request. As the SOR, you are the deciding official. Page 2 of the 256 form should be completed by you. Please indicate in box #2 if the request is approved or denied. In box #16, please provide an explanation of what is being granted, why it is being granted, and for what period of time. If you have any questions, please let me know.

Respectfully,
Winston

From: Meindl, Max
Sent: Thursday, October 25, 2018 9:45 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: FW: RA Request

I sent this email to you on the 15th.

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: Monday, October 15, 2018 2:02 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

FYI

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:18 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

Thanks for your response, Mr. Meindl. I will follow up with your supervisor.

Best,
Winston

From: Meindl, Max
Sent: Monday, October 15, 2018 2:16 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

Previously sent to my supervisor as follows:

*From: Meindl, Max
Sent: Thursday, August 23, 2018 1:08 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RA
See attached
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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Merritt, Lisa
Sent: Thursday, November 8, 2018 6:51 AM
To: Meindl, Max; Brathwaite, Winston; Henri, Foudiya
Subject: RE: RA Request

Good morning Max,

I spoke with you several weeks ago and discussed that we received your RA Request Form, but no healthcare documentation. At that time, you said you would need to meet with a cardiologist to obtain requested paperwork. We are more than happy to assist you with the process. Will you be able to provide documentation shortly? Would you like to have another discussion as to what is required in the physician's note? I believe you are requesting a reasonable accommodation to telework. Have you spoke with field leadership and Equal Rights to see if they can accommodate this request and work from an alternative location?

Thank you,

Lisa Merritt | Asst. Reservist Program Manager
Public Assistance Division
Field Support Branch
FEMA | HQ
202-212-2524 | lisa.merritt@fema.dhs.gov
FEMA-PA-Reservist-Program@fema.dhs.gov

From: Meindl, Max
Sent: Wednesday, November 7, 2018 5:10 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Asaro, Karen <Karen.Asaro@fema.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>; femamax@gmail.com
Subject: RE: RA Request

Winston,
I was just advised by my TFL (Detra Terry) that you were going to be closing my RA request and that I could open a new case. That is not acceptable to me.
I filed my initial RA on AUGUST 23rd 2018 and here we are on November 7th, 2018 with no resolution nor response. I find that a tad unacceptable and would like to inquire as to why my request cannot be handled in a timely manner, approved or denied.

According to policy:

FEMA Manual 1430.1 Chg.1 December 3, 2002

4-4

Chapter 5

Time Frames

5-1. Processing Requests. FEMA will process requests for reasonable accommodation and provide accommodations, where they are appropriate, in as short a time frame as reasonably possible. FEMA recognizes, however, that the time necessary to process a request will depend on the nature of the accommodation requested and whether it is necessary to obtain supporting information. Time frames for processing requests and providing reasonable accommodation where no supporting information is required are as follows:
a. Requests from applicants for employment should be expedited when necessary to ensure the applicant's ability to compete for the position. However, these requests should not exceed ten (10) business days.

b. If a request from an employee is processed by the supervisor, the request should be processed, and the accommodation, if granted, provided within 15 business days from the date of receipt of the request. Requests for accommodation should be expedited when the accommodation is needed to enable the employee to participate in an Agency activity scheduled to occur in the near future.

(1) If the decision maker believes that it is necessary to obtain medical information to determine whether the requesting individual has a disability and/or to identify the functional limitations, the decision maker will request the information as soon as possible after his or her receipt of the request for accommodation. FEMA recognizes that the need for documentation may not become apparent until after the interactive process has begun.

(2) In cases where medical documentation is needed, the accommodation, if granted, will be provided within ten (10) business days for an applicant, and within 15 business days for an employee, from the date the decision maker receives the relevant information, absent any extenuating circumstances.

c. Where the Disability Program Manager is the decision maker on a request for reasonable accommodation, he/she will make a decision on the request and the accommodation, if granted, will be provided within 15 business days from the date of the request. If medical documentation is necessary, the decision will be made within 15 business days of receipt of the medical information, absent any extenuating circumstances.

All requested appropriate documentation has been provided as requested including my doctors statement.

Please advise soonest.

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

The reasonable accommodation (RA) request process is a confidential one that must not be shared with anyone that does not have a need to know. Besides the supervisor of record (SOR) no other individual should be included or copied in the process, to preserve confidentiality. The RA process starts with the request of the employee for a reasonable accommodation (RA). The request can be done in any way, verbally, email, letter, etc. The SOR should request that the employee fill out a 256-0-1 form (Request for Reasonable Accommodation), attached, indicating what they are requesting as an accommodation, the reason for the request and if the request is time sensitive. The employee must sign and date the request. When an individual requests an RA, there should be an interactive process (meeting) between the SOR and the employee to better understand the employee's request and needs. If the disability is not obvious (visible), the SOR requests the employee to provide medical documentation to support the specific need for the RA requested. Sufficient medical information provides the following information:

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- How the impairment of the major life activity or activities affects the performance of the essential functions of the individual's position
- Limitations that the disability imposes on the individual as related to the performance of the essential functions of the individual's position
- How the RA requested will assist the employee in the performance of the essential functions of the position

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Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Brathwaite, Winston
Sent: Thursday, November 8, 2018 6:54 AM
To: Merritt, Lisa
Cc: Meindl, Max; Terry, Detra; Henri, Foudiya
Subject: FW: RA Request

FYSA

From: Brathwaite, Winston
Sent: Thursday, November 8, 2018 7:47 AM
To: Meindl, Max <max.meindl@dhs.gov>
Cc: Terry, Detra <detra.terry@dhs.gov>
Subject: FW: RA Request

Greetings, Mr. Meindl:

Please see the email string below. Supervisors of Record have 30 days within which to render a decision on a reasonable accommodation request. As you mentioned in your email to me, your request was submitted in August. It is now going on almost 120 days with no decision rendered. We cannot allow this case to languish any further. If the SOR is prepared to render a decision the case can be processed and closed. If not, the case will be closed until the SOR is prepared to render a decision. I hope this helps.

Respectfully,
Winston

From: Brathwaite, Winston
Sent: Wednesday, November 7, 2018 12:10 PM
To: Terry, Detra <detra.terry@dhs.gov>
Subject: FW: RA Request

From: Brathwaite, Winston
Sent: Wednesday, November 7, 2018 12:06 PM
To: Brathwaite, Winston <winston.d.brathwaite@dhs.gov>
Subject: RE: RA Request

Greetings, Ms. Terry. I have not heard anything back. I will therefore close this case. If you are the employee want to proceed, a new case can be opened. Thank you.

Respectfully,
Winston

From: Brathwaite, Winston
Sent: Wednesday, October 31, 2018 11:03 AM
To: Terry, Detra <detra.terry@dhs.gov>
Subject: RE: RA Request

Greetings, Ms. Terry:

Following up on the below e-mail. Please let me know the status. Thank you.

Regards,
Winston

From: Brathwaite, Winston
Sent: Thursday, October 25, 2018 2:44 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: FW: RA Request

Greetings, Ms. Terry:

Here are the RA documents you will need to review in order to make the determination to grant or deny Mr. Max Meindl's reasonable accommodation request. As the SOR, you are the deciding official. Page 2 of the 256 form should be completed by you. Please indicate in box #2 if the request is approved or denied. In box #16, please provide an explanation of what is being granted, why it is being granted, and for what period of time. If you have any questions, please let me know.

Respectfully,
Winston

From: Meindl, Max
Sent: Thursday, October 25, 2018 9:45 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: FW: RA Request

I sent this email to you on the 15th.

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: Monday, October 15, 2018 2:02 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

FYI

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: Brathwaite, Winston

Sent: Monday, October 15, 2018 1:18 PM

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

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>

Subject: RE: RA Request

Thanks for your response, Mr. Meindl. I will follow up with your supervisor.

Best,

Winston

From: Meindl, Max

Sent: Monday, October 15, 2018 2:16 PM

To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>

Subject: RE: RA Request

Previously sent to my supervisor as follows:

From: Meindl, Max

Sent: Thursday, August 23, 2018 1:08 PM

To: Terry, Detra <detra.terry@fema.dhs.gov>

Subject: RA

See attached

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

Max J Meindl, PMP

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From: Brathwaite, Winston
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To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
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Greetings, Mr. Meindl:

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Respectfully,

Winston D. Brathwaite, J.D.

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Meindl, Max

From: Meindl, Max
Sent: Thursday, November 8, 2018 7:26 AM
To: Brathwaite, Winston; Merritt, Lisa
Cc: Terry, Detra; Henri, Foudiya
Subject: Re: RA Request

Doctors Information was provided to Winston several weeks ago

Get [Outlook for iOS](#)

From: Brathwaite, Winston
Sent: Thursday, November 8, 2018 6:53:54 AM
To: Merritt, Lisa
Cc: Meindl, Max; Terry, Detra; Henri, Foudiya
Subject: FW: RA Request

FYSA

From: Brathwaite, Winston
Sent: Thursday, November 8, 2018 7:47 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: FW: RA Request

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Respectfully,
Winston

From: Brathwaite, Winston
Sent: Wednesday, November 7, 2018 12:10 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: FW: RA Request

From: Brathwaite, Winston
Sent: Wednesday, November 7, 2018 12:06 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: RE: RA Request

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Subject: RE: RA Request

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Regards,
Winston

From: Brathwaite, Winston
Sent: Thursday, October 25, 2018 2:44 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: FW: RA Request

Greetings, Ms. Terry:

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Respectfully,
Winston

From: Meindl, Max
Sent: Thursday, October 25, 2018 9:45 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: FW: RA Request

I sent this email to you on the 15th.

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: Monday, October 15, 2018 2:02 PM

To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

FYI

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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From: Meindl, Max
Sent: Monday, October 15, 2018 2:16 PM
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Subject: RE: RA Request

Previously sent to my supervisor as follows:

*From: Meindl, Max
Sent: Thursday, August 23, 2018 1:08 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RA
See attached
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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Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

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Respectfully,

Winston D. Brathwaite, J.D.

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Meindl, Max

From: Brathwaite, Winston
Sent: Thursday, November 8, 2018 7:31 AM
To: Meindl, Max
Cc: Terry, Detra; Merritt, Lisa; Henri, Foudiya
Subject: FW: RA Request
Attachments: RA INFORMATION SHEET-Vista-Meindl.doc; RA information.pdf; Reasonable Accommodation-FEMA Form 256-0-1-08232018.pdf; Reasonable Accommodation-FEMA Form 256-0-1-08232018.pdf

FYSA. Documentation was forwarded to the SOR. Did the employee provide the medical documentation requested by the SOR/cadre to his SOR?

From: Brathwaite, Winston
Sent: Thursday, October 25, 2018 2:44 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: FW: RA Request

Greetings, Ms. Terry:

Here are the RA documents you will need to review in order to make the determination to grant or deny Mr. Max Meindl's reasonable accommodation request. As the SOR, you are the deciding official. Page 2 of the 256 form should be completed by you. Please indicate in box #2 if the request is approved or denied. In box #16, please provide an explanation of what is being granted, why it is being granted, and for what period of time. If you have any questions, please let me know.

Respectfully,
Winston

From: Meindl, Max
Sent: Thursday, October 25, 2018 9:45 AM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Subject: FW: RA Request

I sent this email to you on the 15th.

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: Monday, October 15, 2018 2:02 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>

Subject: RE: RA Request

FYI

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: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:18 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

Thanks for your response, Mr. Meindl. I will follow up with your supervisor.

Best,
Winston

From: Meindl, Max
Sent: Monday, October 15, 2018 2:16 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RE: RA Request

Previously sent to my supervisor as follows:

*From: Meindl, Max
Sent: Thursday, August 23, 2018 1:08 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RA
See attached
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*

Max J Meindl, PMP
Program Delivery Manager | Houston TRO



FEMA

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From: Brathwaite, Winston
Sent: Monday, October 15, 2018 1:06 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>
Subject: RA Request

Greetings, Mr. Meindl:

My name is Winston Brathwaite. I am a Reasonable Accommodation Analyst in the Office of Equal Rights. It has come to my attention that you may have recently applied for a reasonable accommodation. If that is the case, I will be the analyst assigned to your case. I have attached to this email for your convenience the RA information sheet, and a blank FEMA 256 Form. Once I have received these 2 completed forms, I will begin to expeditiously process your request.

The reasonable accommodation (RA) request process is a confidential one that must not be shared with anyone that does not have a need to know. Besides the supervisor of record (SOR) no other individual should be included or copied in the process, to preserve confidentiality. The RA process starts with the request of the employee for a reasonable accommodation (RA). The request can be done in any way, verbally, email, letter, etc. The SOR should request that the employee fill out a 256-0-1 form (Request for Reasonable Accommodation), attached, indicating what they are requesting as an accommodation, the reason for the request and if the request is time sensitive. The employee must sign and date the request. When an individual requests an RA, there should be an interactive process (meeting) between the SOR and the employee to better understand the employee's request and needs. If the disability is not obvious (visible), the SOR requests the employee to provide medical documentation to support the specific need for the RA requested. Sufficient medical information provides the following information:

- Nature, severity and duration of the disability
- What major life activity or activities the disability impairs
- How the impairment of the major life activity or activities affects the performance of the essential functions of the individual's position
- Limitations that the disability imposes on the individual as related to the performance of the essential functions of the individual's position
- How the RA requested will assist the employee in the performance of the essential functions of the position

In FEMA, the supervisor of record (SOR) is the individual that makes the decision of approving, denying or granting an alternate RA, after having an interactive discussion with the employee. OER staff can participate as facilitators, or neutral parties in the interactive discussion, if needed. The RA Analysts in the Office of Equal Rights (OER) RA Unit assist/facilitate the process. As the RA Analyst for this case, I will provide advice regarding the law, the policy and procedure and can provide assistance with the language of the response to the RA, if needed. If you need further assistance, or have any questions, please let me know.

Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Brathwaite, Winston
Sent: Thursday, November 8, 2018 8:53 AM
To: McAllister, Jamie
Cc: Meindl, Max
Subject: RA Request
Attachments: Dr. Gay (002).pdf; RA INFORMATION SHEET-Vista-Meindl (005).pdf; Reasonable Accommodation-FEMA Form 256-0-1-08232018 (005).pdf; blank FEMA Form 256-0-1.pdf

Greetings, Ms. McAllister:

It was a pleasure to talk to you on the phone. Per our conversation, Mr. Max Meindl has filed a request for a reasonable accommodation. I am the Reasonable Accommodation Analyst assigned to the case and will be working with you on the request. If you are not familiar with the process, the reasonable accommodation (RA) request process is a confidential one that must not be shared with anyone that does not have a need to know. Besides the supervisor of record (SOR), no other individual should be included or copied in the process, to preserve confidentiality. The RA process starts with the request of the employee for a reasonable accommodation (RA), attached. The request can be done in any way, verbally, email, letter, etc. The SOR should request that the employee fill out a 256-0-1 form (Request for Reasonable Accommodation), attached, indicating what they are requesting as an accommodation, the reason for the request and if the request is time sensitive. The employee must sign and date the request. When an individual requests an RA, there should be an interactive process (meeting) between the SOR and the employee to better understand the employee's request and needs. If the disability is not obvious (visible), or the SOR is not familiar with the employee's circumstances, the SOR requests the employee to provide medical documentation to support the need for the RA requested. Sufficient medical information provides the following information:

- Nature, severity and duration of the disability
- What major life activity or activities the disability impairs
- How the impairment of the major life activity or activities affects the performance of the essential functions of the individual's position
- Limitations that the disability imposes on the individual as related to the performance of the essential functions of the individual's position
- How the RA requested will assist the employee in the performance of the essential functions of the position

Since the medical provider may not be familiar with the essential functions of the employee's position, here is some guidance to be applied in making the decision, regarding how essential functions are determined, as outlined in FEMA's RA policy:

Essential functions are "those job duties so fundamental to the position that the individual holds or desires that he/she cannot do the job without performing them. A function can be "essential" if, among other things, the position exists specifically to perform that function; there are a limited number of other employees who could perform the function; and/or the function is highly specialized and the individual is hired based on his/her expertise or ability to perform it. Determination of the essential functions of a position must be done on a case-by-case basis so that it reflects the job as actually performed, and not simply the components of a generic position description."

In FEMA, the supervisor of record (SOR) is the individual that makes the decision of approving, denying or granting an alternate RA, after having an interactive discussion with the employee. OER staff can participate as facilitators, or neutral parties in the interactive discussion, if needed. OER's role is to assist managers with the timely processing of reasonable accommodation requests consistent with all relevant statutes, regulations, EEOC, case law and the FEMA RA Policy. A supervisor has 30 days to make a decision on the employee's request. As the RA Analyst assigned to this case, I will provide advice to you regarding the law, the policy and procedure and can provide assistance with the language of the response to the RA, if needed. I have also attached Mr. Meindl's RA information sheet for you. Please also note that page 2 of the 256 Form must be filled out by you, with block 2 indicating whether the request is granted, and block 16 providing an explanation for what is being granted, and for what period of time. I have attached a blank 256 Form so that you can complete and return page 2 of it to me. I have also attached the medical documentation provided by Mr. Meindl's health care provider. Because it includes pii, I have password protected it. The password will be sent to you in a separate email. If you have any questions, or need any assistance, please let me know. I look forward to working with you.

Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Meindl, Max
Sent: Thursday, November 8, 2018 1:36 PM
To: femamax@gmail.com
Subject: FW: RA Request
Attachments: Dr. Gay (002).pdf; RA INFORMATION SHEET-Vista-Meindl (005).pdf; Reasonable Accommodation-FEMA Form 256-0-1-08232018 (005).pdf; blank FEMA Form 256-0-1.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: Brathwaite, Winston
Sent: Thursday, November 8, 2018 8:53 AM
To: McAllister, Jamie <jamie.mcallister@fema.dhs.gov>
Cc: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RA Request

Greetings, Ms. McAllister:

It was a pleasure to talk to you on the phone. Per our conversation, Mr. Max Meindl has filed a request for a reasonable accommodation. I am the Reasonable Accommodation Analyst assigned to the case and will be working with you on the request. If you are not familiar with the process, the reasonable accommodation (RA) request process is a confidential one that must not be shared with anyone that does not have a need to know. Besides the supervisor of record (SOR), no other individual should be included or copied in the process, to preserve confidentiality. The RA process starts with the request of the employee for a reasonable accommodation (RA), attached. The request can be done in any way, verbally, email, letter, etc. The SOR should request that the employee fill out a 256-0-1 form (Request for Reasonable Accommodation), attached, indicating what they are requesting as an accommodation, the reason for the request and if the request is time sensitive. The employee must sign and date the request. When an individual requests an RA, there should be an interactive process (meeting) between the SOR and the employee to better understand the employee's request and needs. If the disability is not obvious (visible), or the SOR is not familiar with the employee's circumstances, the SOR requests the employee to provide medical documentation to support the need for the RA requested. Sufficient medical information provides the following information:

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- How the impairment of the major life activity or activities affects the performance of the essential functions of the individual's position
- Limitations that the disability imposes on the individual as related to the performance of the essential functions of the individual's position

- How the RA requested will assist the employee in the performance of the essential functions of the position

Since the medical provider may not be familiar with the essential functions of the employee's position, here is some guidance to be applied in making the decision, regarding how essential functions are determined, as outlined in FEMA's RA policy:

Essential functions are "those job duties so fundamental to the position that the individual holds or desires that he/she cannot do the job without performing them. A function can be "essential" if, among other things, the position exists specifically to perform that function; there are a limited number of other employees who could perform the function; and/or the function is highly specialized and the individual is hired based on his/her expertise or ability to perform it. Determination of the essential functions of a position must be done on a case-by-case basis so that it reflects the job as actually performed, and not simply the components of a generic position description."

In FEMA, the supervisor of record (SOR) is the individual that makes the decision of approving, denying or granting an alternate RA, after having an interactive discussion with the employee. OER staff can participate as facilitators, or neutral parties in the interactive discussion, if needed. OER's role is to assist managers with the timely processing of reasonable accommodation requests consistent with all relevant statutes, regulations, EEOC, case law and the FEMA RA Policy. A supervisor has 30 days to make a decision on the employee's request. As the RA Analyst assigned to this case, I will provide advice to you regarding the law, the policy and procedure and can provide assistance with the language of the response to the RA, if needed. I have also attached Mr. Meindl's RA information sheet for you. Please also note that page 2 of the 256 Form must be filled out by you, with block 2 indicating whether the request is granted, and block 16 providing an explanation for what is being granted, and for what period of time. I have attached a blank 256 Form so that you can complete and return page 2 of it to me. I have also attached the medical documentation provided by Mr. Meindl's health care provider. Because it includes pii, I have password protected it. The password will be sent to you in a separate email. If you have any questions, or need any assistance, please let me know. I look forward to working with you.

Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Brathwaite, Winston
Sent: Wednesday, November 14, 2018 2:21 PM
To: Meindl, Max
Cc: Terry, Detra
Subject: 256 Form
Attachments: RA INFORMATION SHEET-empl.doc; blank FEMA Form 256-0-1.pdf

Greetings, Mr. Meindl:

I just spoke to your Supervisor of Record, Ms. Detra Terry, who is included in this email, regarding your recent reasonable accommodation request. Now that it appears all the documents are ready, this should hopefully not take very long to process. I have attached a blank 256 Form to this email for you to fill out at your convenience, as well as an RA information sheet. Once completed, these and the other supporting documentation for your request can be submitted via email to the FEMA-Reasonable-Accommodation@fema.dhs.gov inbox for re-assignment. Thank you very much.

Respectfully,

Winston D. Brathwaite, J.D.

Affirmative Employment Specialist | AEP/RA| DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Efax: | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov

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Meindl, Max

From: Meindl, Max
Sent: Thursday, November 15, 2018 9:22 AM
To: Brathwaite, Winston
Cc: Terry, Detra
Subject: RE: 256 Form

Winston,
I've already submitted all of these documents and my supervisor of record, per our discussion last week (11/08/2018 @ 08:21 HRS for 2 minutes), is:

*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*

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: Brathwaite, Winston
Sent: Wednesday, November 14, 2018 2:21 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: 256 Form

Greetings, Mr. Meindl:

I just spoke to your Supervisor of Record, Ms. Detra Terry, who is included in this email, regarding your recent reasonable accommodation request. Now that it appears all the documents are ready, this should hopefully not take very long to process. I have attached a blank 256 Form to this email for you to fill out at your convenience, as well as an RA information sheet. Once completed, these and the other supporting documentation for your request can be submitted via email to the FEMA-Reasonable-Accommodation@fema.dhs.gov inbox for re-assignment. Thank you very much.

Respectfully,

Winston D. Brathwaite, J.D.

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Meindl, Max

From: femamax@gmail.com
Sent: Wednesday, December 12, 2018 3:50 PM
To: Meindl, Max
Subject: ra

December 12th, 2018

On or about August 13th, 2018, I submitted a Reasonable Accommodation (RA) request for consideration/processing. As of this date, I've received no answer, up or down, concerning my request. Although the RA request has passed through many hands/personnel from Washington D/C. to Houston to Austin, no one has seen it important enough to respond to my RA request. When considering that over four (4) months have passed since my initial RA request, it would be safe to say that policy governing this specific RA request has not been complied with. I am respectfully requesting that a response to my RA request be provided forthwith as required by FEMA policy. I am at a loss in trying to understand the lack of response, in a timely manner, as required by policy. Would someone, willing to take ownership, please respond to the RA on file since August 13th, 2018? All requested and required information has been provided per policy and if you have any questions, please feel free to contact me. As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

Meindl, Max

From: Fernandez, Luz
Sent: Wednesday, December 12, 2018 4:09 PM
To: Meindl, Max
Subject: Automatic reply: Reasonable Accommodation (RA) request

Greetings -

I'm out of the office on extended leave. I will have limited access to my phone and e-mails. For urgent matters, call the Office of Equal Rights Reasonable Accommodation Unit at 202-212-3535 Option 2.

Please forward all requests for reasonable accommodations directly to FEMA Reasonable Accommodation mailbox:
FEMA-Reasonable-Accommodation@fema.dhs.gov.

For ASL Reasonable Accommodations support, email: **FEMA-Reasonable- Accommodation@fema.dhs.gov**, copy
Carol Curtis: **Carol.Curtis@fema.dhs.gov** and **Gavin Junkins** at **gavin.n.junkins@fema.dhs.gov**.

Thank you -

Luz A. Fernandez

Meindl, Max

From: Henri, Foudiya
Sent: Wednesday, December 12, 2018 4:09 PM
To: Meindl, Max
Subject: Automatic reply: Reasonable Accommodation (RA) request

I am out on use or lose leave from DEC. 10 - JAN. 5.

For a NEW RA Request please forward directly to FEMA-Reasonable-Accommodation@fema.dhs.gov for a RA Team member to assist.

For follow up to an existing request my back up while I am away is Mr. Winston.

Brathwaite@fema.dhs.gov. For follow up please contact Mr. Brathwaite directly and copy me. You do not need to copy the FEMA RA mailbox.

Thank you
Foudiya Henri
DHS-FEMA
Office of Equal Rights
202-212-4490 Desk
202-394-4633 Cell

Meindl, Max

From: Brathwaite, Winston
Sent: Thursday, December 13, 2018 6:38 AM
To: Meindl, Max
Subject: RE: Reasonable Accommodation (RA) request

Mr. Meindl,

I was under the impression your SOR was granted. Please contact your SOR for clarification.

From: Meindl, Max
Sent: Wednesday, December 12, 2018 5:09 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicoole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>
Subject: Reasonable Accommodation (RA) request

To whom it may concern,
December 12th, 2018

On or about August 23th, 2018, I submitted a Reasonable Accommodation (RA) request for consideration/processing.

As of this date, I've received no answer, up or down, concerning my request.

Although the RA request has passed through many hands/personnel from Washington D/C. to Houston to Austin, no one has seen it important enough to respond to my RA request.

When considering that nearly four (4) months have passed since my initial RA request, it would be safe to say that policy governing this specific RA request has not been complied with.

I am respectfully requesting that a response to my RA request be provided forthwith as required by FEMA policy.

I am at a loss in trying to understand the lack of response, in a timely manner, as required by policy.

Would someone, willing to take ownership, please respond to the RA on file since August 13th, 2018?

All requested and required information has been provided per policy to Winston D. Brathwaite, J.D., Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov, and if you have any questions, please feel free to contact me.

As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

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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Meindl, Max

From: FEMA-Reasonable-Accommodation
Sent: Thursday, December 13, 2018 7:35 AM
To: Meindl, Max; Brathwaite, Winston
Cc: FEMA-Reasonable-Accommodation
Subject: RE: Reasonable Accommodation (RA) request

Good morning –

To whom did you submit your request? The supervisor of record is the decision maker on all RA request. OER's role is to provide technical guidance to managers and employees to ensure that RA requests are processed in accordance with FEMA's RA policy and the law.

I note that Winston in our office is the case manager assigned to this request. We will follow-up with you and your supervisor to determine the status of your request. As RAs are confidential, I have replied and omitted the other recipients included on the email below.

Donna M. Peterkin

Deputy Director
Office of Equal Rights (OER)



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From: Meindl, Max
Sent: Wednesday, December 12, 2018 5:09 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>
Subject: Reasonable Accommodation (RA) request

To whom it may concern,
December 12th, 2018

On or about August 23th, 2018, I submitted a Reasonable Accommodation (RA) request for consideration/processing.
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I am at a loss in trying to understand the lack of response, in a timely manner, as required by policy.

Would someone, willing to take ownership, please respond to the RA on file since August 13th, 2018? All requested and required information has been provided per policy to Winston D. Brathwaite, J.D., Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov, and if you have any questions, please feel free to contact me. As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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202-374-9426
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Meindl, Max

From: Meindl, Max
Sent: Thursday, December 13, 2018 9:31 AM
To: TERRY, DETRA S.
Subject: FW: Reasonable Accommodation (RA) request

Detra,
Please see below and contact Jamie for me, please.
According to Winston, it was granted.
I'm at a loss to understand.

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Ok. Let me see if I can figure out what is going on. Bear with me. I will get back to you as soon as I can.

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From: Meindl, Max
Sent: Wednesday, December 12, 2018 5:09 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicoole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Fouidiya <Fouidiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>
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December 12th, 2018

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Max J Meindl, PMP
Program Delivery Manager | Houston TRO
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202-374-9426



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Meindl, Max

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From: Meindl, Max
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To: TERRY, DETRA S.
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Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicoles.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>
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Meindl, Max

From: Meindl, Max
Sent: Thursday, December 13, 2018 11:51 AM
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Subject: RE: Reasonable Accommodation (RA) request

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202-374-9426
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Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>
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A box checked yes would pretty quick to do so
I'm guessing a reason to deny would take a bit longer.
All conjecture I admit, but no other way to look at it, in my opinion,

Have a great day!

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Meindl, Max

From: McAllister, Jamie
Sent: Friday, December 14, 2018 2:02 PM
To: Meindl, Max
Subject: RE: Reasonable Accommodation (RA) request

Max,

I apologize for the delay.

I submitted the response and you should be receiving it shortly from Winston. Please do not hesitate to reach out to me to discuss once you get it.

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

From: Meindl, Max

Sent: Wednesday, December 12, 2018 4:09 PM

To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>

Subject: Reasonable Accommodation (RA) request

To whom it may concern,

December 12th, 2018

On or about August 23th, 2018, I submitted a Reasonable Accommodation (RA) request for consideration/processing.

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Although the RA request has passed through many hands/personnel from Washington D/C. to Houston to Austin, no one has seen it important enough to respond to my RA request.

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I am respectfully requesting that a response to my RA request be provided forthwith as required by FEMA policy.

I am at a loss in trying to understand the lack of response, in a timely manner, as required by policy.

Would someone, willing to take ownership, please respond to the RA on file since August 13th, 2018?

All requested and required information has been provided per policy to Winston D. Brathwaite, J.D., Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov, and if you have any questions, please feel free to contact me.

As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

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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Meindl, Max

From: Meindl, Max
Sent: Friday, December 14, 2018 2:14 PM
To: Brathwaite, Winston
Subject: FW: Reasonable Accommodation (RA) request

Well Winston, I received the email below from Jamie and apparently she sent the information to you and not to me but I guessing that it was a denial or a qualified denial.

Looking forward to hearing from you soonest.

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
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To: Meindl, Max <max.meindl@fema.dhs.gov>
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Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicoole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>

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Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

Public Assistance Division

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Meindl, Max

From: Meindl, Max
Sent: Friday, December 14, 2018 2:29 PM
To: femamax@gmail.com
Subject: RA
Attachments: Reasonable Accommodation-FEMA Form 256-0-1-08232018.pdf; Request for Work Schedule FEMA Form 106-1-1-1 (002).pdf; RA INFORMATION SHEET-Vista-Meindl.doc; Dr. Gay.pdf; 123-9-0-1.pdf; 1430_1.pdf; fema_manual_1430_1_reasonable_accommodations.pdf; FM 123-9-1.pdf; MEDICAL TELEWORK REQUIREMENTS FORM.pdf; OPM telework agency2a-guide.pdf; TELEWORK REQUEST FOR 07242018-PLUS 4 HOURS SICK DAY.pdf; WH-382.pdf; WH-381.pdf; WH-380-E-1.pdf; wh-380-e.pdf; 123-9-0-1.pdf; TELEWORK REQUEST FOR 07242018-PLUS 4 HOURS SICK DAY.pdf; fema_manual_1430_1_reasonable_accommodations.pdf

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Meindl, Max

From: Meindl, Max
Sent: Tuesday, February 12, 2019 1:49 PM
To: Brathwaite, Winston; Johnson, Jo Linda; Peterkin, Donna
Cc: FEMA-Reasonable-Accommodation; Fernandez, Luz; Maddox Britt, Sandra; Oke, Nicole; Goudy, Douglas; Henri, Foudiya; Avery, Darlene
Subject: RE: Reasonable Accommodation (RA) request

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Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>
Subject: Reasonable Accommodation (RA) request

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Meindl, Max

From: Peterkin, Donna
Sent: Tuesday, February 12, 2019 1:50 PM
To: Meindl, Max
Subject: Automatic reply: Reasonable Accommodation (RA) request

Thank you for your email. I am out of the office on leave.

If you have an urgent Reasonable Accommodation matter, please contact Winston Braithwaite at Winston.Braithwaite@fema.dhs.gov.

Please see the following OER points of contact:

Reasonable Accommodation - FEMA-Reasonable-Accommodation@fema.dhs.gov
Anti-Harassment Unit - FEMA.Harassment@fema.dhs.gov

Meindl, Max

From: Oke, Nicole
Sent: Tuesday, February 12, 2019 2:22 PM
To: Meindl, Max; Brathwaite, Winston; Johnson, Jo Linda; Peterkin, Donna
Cc: FEMA-Reasonable-Accommodation; Fernandez, Luz; Maddox Britt, Sandra; Goudy, Douglas; Henri, Foudiya; Avery, Darlene
Subject: RE: Reasonable Accommodation (RA) request

Dear Mr. Meindl,

I will research the matter and circle back with a response and next steps.

Respectfully,

Nicole

Nicole Oke
Informal Unit Chief, Office of Equal Rights
DHS/Federal Emergency Management Agency
500 C Street, SW Room 4SW-0915
Washington, DC 20472-3505
Cell: 202.717.1595
E-mail: nicole.oke@fema.dhs.gov



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From: Meindl, Max
Sent: Tuesday, February 12, 2019 2:49 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jolinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicoles.oke@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>
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From: Brathwaite, Winston
Sent: Tuesday, February 12, 2019 2:43 PM
To: Oke, Nicole; Meindl, Max; Johnson, Jo Linda; Peterkin, Donna
Cc: FEMA-Reasonable-Accommodation; Fernandez, Luz; Maddox Britt, Sandra; Goudy, Douglas; Henri, Foudiya; Avery, Darlene
Subject: RE: Reasonable Accommodation (RA) request

Hi Nicole. I was awaiting language from Mr. Meindl's cadre management to justify their denial of his request. I received that language and have been working on a draft response yesterday and today. I hope to have a draft completed by the end of this week.

Respectfully,
Winston

From: Oke, Nicole
Sent: Tuesday, February 12, 2019 3:22 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jlinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>
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Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicoole.oke@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>
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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: Wednesday, December 12, 2018 4:09 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicoole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>;

Merritt, Lisa <lisa.merritt@fema.dhs.gov>
Subject: Reasonable Accommodation (RA) request

To whom it may concern,
December 12th, 2018

On or about August 23th, 2018, I submitted a Reasonable Accommodation (RA) request for consideration/processing.

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I am at a loss in trying to understand the lack of response, in a timely manner, as required by policy.

Would someone, willing to take ownership, please respond to the RA on file since August 13th, 2018?

All requested and required information has been provided per policy to Winston D. Brathwaite, J.D., Affirmative Employment Specialist | AEP/RA| DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102| Mobile: 202.735.4449 | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov , and if you have any questions, please feel free to contact me.

As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, February 27, 2019 4:00 PM
To: Oke, Nicole; Brathwaite, Winston; Johnson, Jo Linda; Peterkin, Donna
Cc: FEMA-Reasonable-Accommodation; Fernandez, Luz; Maddox Britt, Sandra; Goudy, Douglas; Henri, Foudiya; Avery, Darlene; TERRY, DETRA S.; 'rick@guerradays.com'; Slie, Brian; McAllister, Jamie
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NOTE: Equal Rights Office policy requires the agency to provide requested Reasonable Accommodation within 10 days, barring extenuating circumstances.

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Nicole

Nicole Oke
Informal Unit Chief, Office of Equal Rights
DHS/Federal Emergency Management Agency
500 C Street, SW Room 4SW-0915
Washington, DC 20472-3505
Cell: 202.717.1595
E-mail: nicole.oke@fema.dhs.gov



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Meindl, Max

From: Johnson, Jo Linda
Sent: Wednesday, February 27, 2019 4:01 PM
To: Meindl, Max
Subject: Automatic reply: Reasonable Accommodation (RA) request

Thank you for your email. I am TDY the week of February 25. I will return to the office March 4, 2019. I will check email periodically. Thank you for your patience with any delay in responding.

Jo Linda Johnson
Director
Office of Equal Rights
DHS/FEMA

Meindl, Max

From: Goudy, Douglas
Sent: Wednesday, February 27, 2019 4:01 PM
To: Meindl, Max
Subject: Automatic reply: Reasonable Accommodation (RA) request

I will be out of the office from February 22-March 1, 2019 attending training and have limited email access, if you require immediate assistance please contact Nicole Oke, Informal Unit Lead at ext. (202) 717-1595.

Meindl, Max

From: Oke, Nicole
Sent: Monday, March 4, 2019 5:57 AM
To: Meindl, Max
Subject: RE: Reasonable Accommodation (RA) request

Dear Mr. Meindl,

I apologize for the delay. You should have a response by close of business this week.

Respectfully,

Nicole

Nicole Oke
Informal Unit Chief, Office of Equal Rights
DHS/Federal Emergency Management Agency
500 C Street, SW Room 4SW-0915
Washington, DC 20472-3505
Cell: 202.717.1595
E-mail: nicole.oke@fema.dhs.gov



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From: Meindl, Max

Sent: Wednesday, February 27, 2019 5:00 PM

To: Oke, Nicole <nicole.oke@fema.dhs.gov>; Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jolinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>; rick@guerradays.com; Slie, Brian <Brian.Slie@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, March 6, 2019 1:45 PM
To: Oke, Nicole
Cc: femamax@gmail.com
Subject: RE: Reasonable Accommodation (RA) request

Nicole,

Why is the RA process so ignored/abused by the process?

I've done everything required on my end yet the "institution" can't seem to take the request seriously nor process the request pursuant to DHS/FEMA policy.

This seems unjust, unfair and unreasonable to an individual requesting/requiring a timely response to a request.

Instead of a reasonable accommodation, so I can be allowed to do a couple of hours of telework before driving 60 miles to the office, I am required to take "leave without pay" on a regular basis resulting in a diminished paycheck.

All in all, it seems as if the default position of DHS/FEMA is to stall and/or decline any request, for whatever reason.

I would expect or request that the process, mine specifically, be looked in to, and to identify process disconnects and put eyes on a way to improve the process, especially the timeliness requirements or lack thereof

According to policy:

FEMA Manual 1430.1 Chg.1 December 3, 2002

4-4

Chapter 5

Time Frames

5-1. Processing Requests. FEMA will process requests for reasonable accommodation and provide accommodations, where they are appropriate, in as short a time frame as reasonably possible. FEMA recognizes, however, that the time necessary to process a request will depend on the nature of the accommodation requested and whether it is necessary to obtain supporting information. Time frames for processing requests and providing reasonable accommodation where no supporting information is required are as follows:

a. Requests from applicants for employment should be expedited when necessary to ensure the applicant's ability to compete for the position. However, these requests should not exceed ten (10) business days.

b. If a request from an employee is processed by the supervisor, the request should be processed, and the accommodation, if granted, provided within 15 business days from the date of receipt of the request. Requests for accommodation should be expedited when the accommodation is needed to enable the employee to participate in an Agency activity scheduled to occur in the near future.

(1) If the decision maker believes that it is necessary to obtain medical information to determine whether the requesting individual has a disability and/or to identify the functional limitations, the decision maker will request the information as soon as possible after his or her receipt of the request for accommodation. FEMA recognizes that the need for documentation may not become apparent until after the interactive process has begun.

(2) In cases where medical documentation is needed, the accommodation, if granted, will be provided within ten (10) business days for an applicant, and within 15 business days for an employee, from the date the decision maker receives the relevant information, absent any extenuating circumstances.

c. Where the Disability Program Manager is the decision maker on a request for reasonable accommodation, he/she will make a decision on the request and the accommodation, if granted, will be provided within 15 business days from the date of the request. If medical documentation is necessary, the decision will be made within 15 business days of receipt of the medical information, absent any extenuating circumstances.

We are going on 132 business days since AUGUST 23rd 2018 and 196 calendar days.

Unreasonable and unnecessary.

Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

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max.meindl@fema.dhs.gov



FEMA

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From: Oke, Nicole
Sent: Monday, March 4, 2019 5:57 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Reasonable Accommodation (RA) request

Dear Mr. Meindl,

I apologize for the delay. You should have a response by close of business this week.

Respectfully,

Nicole

Nicole Oke
Informal Unit Chief, Office of Equal Rights
DHS/Federal Emergency Management Agency
500 C Street, SW Room 4SW-0915
Washington, DC 20472-3505
Cell: 202.717.1595
E-mail: nicole.oke@fema.dhs.gov



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From: Meindl, Max
Sent: Wednesday, February 27, 2019 5:00 PM
To: Oke, Nicole <nicole.oke@fema.dhs.gov>; Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jolinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Fouidiya <Fouidiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>; rick@guerradays.com; Slie, Brian <Brian.Slie@fema.dhs.gov>; McAllister, Jamie

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Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

Public Assistance Division

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All requested and required information has been provided per policy to Winston D. Brathwaite, J.D., Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov, and if you have any questions, please feel free to contact me.

As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

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Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

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Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicoole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>
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Meindl, Max

From: Oke, Nicole
Sent: Wednesday, March 6, 2019 1:48 PM
To: Meindl, Max
Subject: RE: Reasonable Accommodation (RA) request

Mr. Meindl,

I am in training today. Let's talk tomorrow. Did you request fulltime telework?

Thanks,

Nicole

From: Meindl, Max
Sent: Wednesday, March 6, 2019 2:45 PM
To: Oke, Nicole <nicole.oke@fema.dhs.gov>
Cc: femamax@gmail.com
Subject: RE: Reasonable Accommodation (RA) request

Nicole,

Why is the RA process so ignored/abused by the process?

I've done everything required on my end yet the "institution" can't seem to take the request seriously nor process the request pursuant to DHS/FEMA policy.

This seems unjust, unfair and unreasonable to an individual requesting/requiring a timely response to a request.

Instead of a reasonable accommodation, so I can be allowed to do a couple of hours of telework before driving 60 miles to the office, I am required to take "leave without pay" on a regular basis resulting in a diminished paycheck.

All in all, it seems as if the default position of DHS/FEMA is to stall and/or decline any request, for whatever reason.

I would expect or request that the process, mine specifically, be looked in to, and to identify process disconnects and put eyes on a way to improve the process, especially the timeliness requirements or lack thereof

According to policy:

FEMA Manual 1430.1 Chg.1 December 3, 2002

4-4

Chapter 5

Time Frames

5-1. Processing Requests. FEMA will process requests for reasonable accommodation and provide accommodations, where they are appropriate, in as short a time frame as reasonably possible. FEMA recognizes, however, that the time necessary to process a request will depend on the nature of the accommodation requested and whether it is necessary to obtain supporting information. Time frames for processing requests and providing reasonable accommodation where no supporting information is required are as follows:

a. Requests from applicants for employment should be expedited when necessary to ensure the applicant's ability to compete for the position. However, these requests should not exceed ten (10) business days.

b. If a request from an employee is processed by the supervisor, the request should be processed, and the accommodation, if granted, provided within 15 business days from the date of receipt of the request. Requests for accommodation should be expedited when the accommodation is needed to enable the employee to participate in an Agency activity scheduled to occur in the near future.

(1) If the decision maker believes that it is necessary to obtain medical information to determine whether the requesting individual has a disability and/or to identify the functional limitations, the decision maker will request the information as soon as possible after his or her receipt of the request for accommodation. FEMA recognizes that the need for documentation may not become apparent until after the interactive process has begun.

(2) In cases where medical documentation is needed, the accommodation, if granted, will be provided within ten (10) business days for an applicant, and within 15 business days for an employee, from the date the decision maker receives the relevant information, absent any extenuating circumstances.

c. Where the Disability Program Manager is the decision maker on a request for reasonable accommodation, he/she will make a decision on the request and the accommodation, if granted, will be provided within 15 business days from the date of the request. If medical documentation is necessary, the decision will be made within 15 business days of receipt of the medical information, absent any extenuating circumstances.

We are going on 132 business days since AUGUST 23rd 2018 and 196 calendar days.

Unreasonable and unnecessary.

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

From: Meindl, Max
Sent: Wednesday, March 6, 2019 1:52 PM
To: Johnson, Jo Linda
Cc: femamax@gmail.com
Subject: FW: Reasonable Accommodation (RA) request

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All in all, it seems as if the default position of DHS/FEMA is to stall and/or decline any request, for whatever reason.

I would expect or request that the process, mine specifically, be looked in to, and to identify process disconnects and put eyes on a way to improve the process, especially the timeliness requirements or lack thereof

According to policy:

FEMA Manual 1430.1 Chg.1 December 3, 2002

4-4

Chapter 5

Time Frames

5-1. Processing Requests. FEMA will process requests for reasonable accommodation and provide accommodations, where they are appropriate, in as short a time frame as reasonably possible. FEMA recognizes, however, that the time necessary to process a request will depend on the nature of the accommodation requested and whether it is necessary to obtain supporting information. Time frames for processing requests and providing reasonable accommodation where no supporting information is required are as follows:

a. Requests from applicants for employment should be expedited when necessary to ensure the applicant's ability to compete for the position. However, these requests should not exceed ten (10) business days.

b. If a request from an employee is processed by the supervisor, the request should be processed, and the accommodation, if granted, **provided within 15 business days** from the date of receipt of the request. Requests for accommodation should be expedited when the accommodation is needed to enable the employee to participate in an Agency activity scheduled to occur in the near future.

(1) If the decision maker believes that it is necessary to obtain medical information to determine whether the requesting individual has a disability and/or to identify the functional limitations, the decision maker will request the information as soon as possible after his or her receipt of the request for accommodation. FEMA recognizes that the need for documentation may not become apparent until after the interactive process has begun.

(2) In cases where medical documentation is needed, the accommodation, if granted, will be **provided within ten (10) business days** for an applicant, and within **15 business days for an employee**, from the date the decision maker receives the relevant information, absent any extenuating circumstances.

c. Where the Disability Program Manager is the decision maker on a request for reasonable accommodation, he/she will make a decision on the request and the accommodation, if granted, will be provided **within 15 business days from the date of the request**. If medical documentation is necessary, the decision will be made within **15 business days of receipt of the medical information**, absent any extenuating circumstances.

We are going on 132 business days since AUGUST 23rd 2018 and 196 calendar days.

Unreasonable and unnecessary.

NOTE: Equal Rights Office policy requires the agency to provide requested Reasonable Accommodation within 10 days, barring extenuating circumstances.

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: Oke, Nicole
Sent: Tuesday, February 12, 2019 2:22 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jolinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Fouidiya <Fouidiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>
Subject: RE: Reasonable Accommodation (RA) request

Dear Mr. Meindl,

I will research the matter and circle back with a response and next steps.

Respectfully,

Nicole

Nicole Oke
Informal Unit Chief, Office of Equal Rights
DHS/Federal Emergency Management Agency
500 C Street, SW Room 4SW-0915
Washington, DC 20472-3505
Cell: 202.717.1595
E-mail: nicole.oke@fema.dhs.gov



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Subject: RE: Reasonable Accommodation (RA) request

To whom it may concern,

Feb 12th 2019

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As of this date, I've received no answer, up or down, concerning my request.

Although the RA request has passed through many hands/personnel from Washington D/C. to Houston to Austin, no one has seen it important enough to respond to my RA request.

When considering that nearly SIX (6) months have passed since my initial RA request, it would be safe to say that policy governing this specific RA request has not been complied with.

I am respectfully requesting that a response to my RA request be provided forthwith as required by FEMA policy.

I am at a loss in trying to understand the lack of response, in a timely manner, as required by policy.

Would someone, willing to take ownership, please respond to the RA on file since August 13th, 2018?

All requested and required information has been provided per policy to Winston D. Brathwaite, J.D., Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov, and if you have any questions, please feel free to contact me.

As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

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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To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz

<Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>

Subject: Reasonable Accommodation (RA) request

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, March 6, 2019 2:00 PM
To: Oke, Nicole
Subject: RE: Reasonable Accommodation (RA) request

No, I specifically requested "Tele-work option when not feeling well" which is typically a couple of hours in the mornings until my heart levels out and/or quits threatening me, (that's a joke), but depending on many variables, weather, ability to sleep, ability to lie down or not. I need to sit and meditate or do breathing exercises, but for sure I'm not ready to get in a car and drive 60 miles in Houston traffic. BUT, I am able to log in and answer emails, make telephone calls, work in Grants Manager on behalf of my applicants. When all levels out, I get in the car and head to the office to finish my day. I am a producer and take care of my applicants to the point of when management wanted to transfer an applicant to another PDMG they received a letter from the applicants congressman stipulating disagreement with that decision. Lo and behold I was reassigned the applicant. I do my job, I do it well and I was just wanting some accommodation.

Max J Meindl, PMP
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From: Oke, Nicole
Sent: Wednesday, March 6, 2019 1:48 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Reasonable Accommodation (RA) request

Mr. Meindl,

I am in training today. Let's talk tomorrow. Did you request fulltime telework?

Thanks,

Nicole

From: Meindl, Max
Sent: Wednesday, March 6, 2019 2:45 PM
To: Oke, Nicole <nicole.oke@fema.dhs.gov>
Cc: femamax@gmail.com
Subject: RE: Reasonable Accommodation (RA) request

Nicole,
Why is the RA process so ignored/abused by the process?

I've done everything required on my end yet the "institution" can't seem to take the request seriously nor process the request pursuant to DHS/FEMA policy.

This seems unjust, unfair and unreasonable to an individual requesting/requiring a timely response to a request.

Instead of a reasonable accommodation, so I can be allowed to do a couple of hours of telework before driving 60 miles to the office, I am required to take "leave without pay" on a regular basis resulting in a diminished paycheck.

All in all, it seems as if the default position of DHS/FEMA is to stall and/or decline any request, for whatever reason.

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4-4

Chapter 5

Time Frames

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We are going on 132 business days since AUGUST 23rd 2018 and 196 calendar days.

Unreasonable and unnecessary.

Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

Public Assistance Division

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From: Oke, Nicole

Sent: Monday, March 4, 2019 5:57 AM

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

Subject: RE: Reasonable Accommodation (RA) request

Dear Mr. Meindl,

I apologize for the delay. You should have a response by close of business this week.

Respectfully,

Nicole

Nicole Oke

Informal Unit Chief, Office of Equal Rights
DHS/Federal Emergency Management Agency
500 C Street, SW Room 4SW-0915
Washington, DC 20472-3505
Cell: 202.717.1595
E-mail: nicole.oke@fema.dhs.gov



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From: Meindl, Max

Sent: Wednesday, February 27, 2019 5:00 PM

To: Oke, Nicole <nicole.oke@fema.dhs.gov>; Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jolinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>; rick@guerradays.com; Slie, Brian <Brian.Slie@fema.dhs.gov>; McAllister, Jamie <jamie.mccallister@fema.dhs.gov>

Subject: RE: Reasonable Accommodation (RA) request

Nicole,

As of this date I've yet to receive an answer to my RA request filed in August of 2018.

I am at a loss trying to understand how FEMA/DHS policy can be so blatantly ignored/violated in such a casual manner by so many. My request was based on a serious heart condition requiring a bit of flexibility in my morning schedule to accommodate issues I face daily.

My heart surgery, which was scheduled for 01/25/2019, had to be postponed/rescheduled for a different time, but I am hoping it will be soon.

My simple request to FEMA/DHS was for some understanding and flexibility to assist me over the past 6 months, in a challenging time, and the FEMA team, thus far, has deemed me insignificant and not worthy of a response nor consideration of assistance. Can you explain this?

NOTE: Equal Rights Office policy requires the agency to provide requested Reasonable Accommodation within 10 days, barring extenuating circumstances.

Max J Meindl, PMP
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Meindl, Max

From: Meindl, Max
Sent: Wednesday, March 6, 2019 2:03 PM
To: Oke, Nicole
Subject: RE: Reasonable Accommodation (RA) request

I had to submit my FMLA paperwork today, to cover all the bases, to deal with the RA nonactivity, again a penalty option, considering it is a no pay option.

Max J Meindl, PMP
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max.meindl@fema.dhs.gov



FEMA

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From: Oke, Nicole
Sent: Wednesday, March 6, 2019 1:48 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Reasonable Accommodation (RA) request

Mr. Meindl,

I am in training today. Let's talk tomorrow. Did you request fulltime telework?

Thanks,

Nicole

From: Meindl, Max
Sent: Wednesday, March 6, 2019 2:45 PM
To: Oke, Nicole <nicole.oke@fema.dhs.gov>
Cc: femamax@gmail.com
Subject: RE: Reasonable Accommodation (RA) request

Nicole,
Why is the RA process so ignored/abused by the process?
I've done everything required on my end yet the "institution" can't seem to take the request seriously nor process the request pursuant to DHS/FEMA policy.
This seems unjust, unfair and unreasonable to an individual requesting/requiring a timely response to a request.
Instead of a reasonable accommodation, so I can be allowed to do a couple of hours of telework before driving 60 miles to the office, I am required to take "leave without pay" on a regular basis resulting in a diminished paycheck.
All in all, it seems as if the default position of DHS/FEMA is to stall and/or decline any request, for whatever reason.

I would expect or request that the process, mine specifically, be looked in to, and to identify process disconnects and put eyes on a way to improve the process, especially the timeliness requirements or lack thereof

According to policy:

FEMA Manual 1430.1 Chg.1 December 3, 2002

4-4

Chapter 5

Time Frames

5-1. Processing Requests. FEMA will process requests for reasonable accommodation and provide accommodations, where they are appropriate, in as short a time frame as reasonably possible. FEMA recognizes, however, that the time necessary to process a request will depend on the nature of the accommodation requested and whether it is necessary to obtain supporting information. Time frames for processing requests and providing reasonable accommodation where no supporting information is required are as follows:

a. Requests from applicants for employment should be expedited when necessary to ensure the applicant's ability to compete for the position. However, these requests should not exceed ten (10) business days.

b. If a request from an employee is processed by the supervisor, the request should be processed, and the accommodation, if granted, provided within 15 business days from the date of receipt of the request. Requests for accommodation should be expedited when the accommodation is needed to enable the employee to participate in an Agency activity scheduled to occur in the near future.

(1) If the decision maker believes that it is necessary to obtain medical information to determine whether the requesting individual has a disability and/or to identify the functional limitations, the decision maker will request the information as soon as possible after his or her receipt of the request for accommodation. FEMA recognizes that the need for documentation may not become apparent until after the interactive process has begun.

(2) In cases where medical documentation is needed, the accommodation, if granted, will be provided within ten (10) business days for an applicant, and within 15 business days for an employee, from the date the decision maker receives the relevant information, absent any extenuating circumstances.

c. Where the Disability Program Manager is the decision maker on a request for reasonable accommodation, he/she will make a decision on the request and the accommodation, if granted, will be provided within 15 business days from the date of the request. If medical documentation is necessary, the decision will be made within 15 business days of receipt of the medical information, absent any extenuating circumstances.

We are going on 132 business days since AUGUST 23rd 2018 and 196 calendar days.

Unreasonable and unnecessary.

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: Oke, Nicole

Sent: Monday, March 4, 2019 5:57 AM

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

Subject: RE: Reasonable Accommodation (RA) request

Dear Mr. Meindl,

I apologize for the delay. You should have a response by close of business this week.

Respectfully,

Nicole

Nicole Oke

Informal Unit Chief, Office of Equal Rights
DHS/Federal Emergency Management Agency
500 C Street, SW Room 4SW-0915
Washington, DC 20472-3505
Cell: 202.717.1595
E-mail: nicole.oke@fema.dhs.gov



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From: Meindl, Max

Sent: Wednesday, February 27, 2019 5:00 PM

To: Oke, Nicole <nicole.oke@fema.dhs.gov>; Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jolinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>; rick@guerradays.com; Slie, Brian <Brian.Slie@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>

Subject: RE: Reasonable Accommodation (RA) request

Nicole,

As of this date I've yet to receive an answer to my RA request filed in August of 2018.

I am at a loss trying to understand how FEMA/DHS policy can be so blatantly ignored/violated in such a casual manner by so many. My request was based on a serious heart condition requiring a bit of flexibility in my morning schedule to accommodate issues I face daily.

My heart surgery, which was scheduled for 01/25/2019, had to be postponed/rescheduled for a different time, but I am hoping it will be soon.

My simple request to FEMA/DHS was for some understanding and flexibility to assist me over the past 6 months, in a challenging time, and the FEMA team, thus far, has deemed me insignificant and not worthy of a response nor consideration of assistance. Can you explain this?

NOTE: Equal Rights Office policy requires the agency to provide requested Reasonable Accommodation within 10 days, barring extenuating circumstances.

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



FEMA

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From: Oke, Nicole

Sent: Tuesday, February 12, 2019 2:22 PM

To: Meindl, Max <max.meindl@fema.dhs.gov>; Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jolinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Fouidiya <Fouidiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>

Subject: RE: Reasonable Accommodation (RA) request

Dear Mr. Meindl,

I will research the matter and circle back with a response and next steps.

Respectfully,

Nicole

Nicole Oke

Informal Unit Chief, Office of Equal Rights
DHS/Federal Emergency Management Agency
500 C Street, SW Room 4SW-0915
Washington, DC 20472-3505
Cell: 202.717.1595
E-mail: nicole.oke@fema.dhs.gov



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From: Meindl, Max

Sent: Tuesday, February 12, 2019 2:49 PM

To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jolinda.johnson@fema.dhs.gov>; Peterkin,

Donna <donna.peterkin@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicolette.oke@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>
Subject: RE: Reasonable Accommodation (RA) request

To whom it may concern,

Feb 12th 2019

On or about August 27th, 2018, I submitted a Reasonable Accommodation (RA) request for consideration/processing.

As of this date, I've received no answer, up or down, concerning my request.

Although the RA request has passed through many hands/personnel from Washington D/C. to Houston to Austin, no one has seen it important enough to respond to my RA request.

When considering that nearly SIX (6) months have passed since my initial RA request, it would be safe to say that policy governing this specific RA request has not been complied with.

I am respectfully requesting that a response to my RA request be provided forthwith as required by FEMA policy.

I am at a loss in trying to understand the lack of response, in a timely manner, as required by policy.

Would someone, willing to take ownership, please respond to the RA on file since August 13th, 2018?

All requested and required information has been provided per policy to Winston D. Brathwaite, J.D., Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov, and if you have any questions, please feel free to contact me.

As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

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, December 12, 2018 4:09 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicolette.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>
Subject: Reasonable Accommodation (RA) request

To whom it may concern,

December 12th, 2018

On or about August 23th, 2018, I submitted a Reasonable Accommodation (RA) request for consideration/processing.

As of this date, I've received no answer, up or down, concerning my request.

Although the RA request has passed through many hands/personnel from Washington D/C. to Houston to Austin, no one has seen it important enough to respond to my RA request.

When considering that nearly four (4) months have passed since my initial RA request, it would be safe to say that policy governing this specific RA request has not been complied with.

I am respectfully requesting that a response to my RA request be provided forthwith as required by FEMA policy.

I am at a loss in trying to understand the lack of response, in a timely manner, as required by policy.

Would someone, willing to take ownership, please respond to the RA on file since August 13th, 2018?

All requested and required information has been provided per policy to Winston D. Brathwaite, J.D., Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov, and if you have any questions, please feel free to contact me.

As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

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: McAllister, Jamie
Sent: Friday, March 8, 2019 7:23 AM
To: Meindl, Max
Cc: Nguyen, Tam
Subject: RA Request Response
Attachments: Meindl_1stLineDecisionFTTWRequest - Oke review (002) to JLJ.pdf

Max,

Please see response attached.

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: Friday, March 8, 2019 10:47 AM
To: TERRY, DETRA S.
Subject: FW: RA Request Response
Attachments: Meindl_1stLineDecisionFTTWRequest - Oke review (002) to JLJ.pdf

FYI, confidential

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
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From: McAllister, Jamie
Sent: Friday, March 8, 2019 7:23 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Nguyen, Tam <Tam.Nguyen@fema.dhs.gov>
Subject: RA Request Response

Max,

Please see response attached.

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: Wednesday, June 26, 2019 2:22 PM
To: femamax@gmail.com
Subject: FMLA
Attachments: Electronic Code of Federal Regulations-PART 825—THE FAMILY AND MEDICAL LEAVE ACT OF 1993.pdf

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
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Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 2:06 PM
To: Alexander, Dennis
Subject: RE: WebTA

FYI:

From: Gause, Jacqueline
Sent: Tuesday, May 21, 2019 10:04 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: Reasonable accommodation

Good morning Max,

I believe a little while back you requested to work reduced hours due to medical restrictions. I have reached out to ERO to get more guidance on what employees can do in situations where a supervisor/leadership initially denies an alternative work schedule that was due to medical reason. If you still need or wish to pursue an alternate work schedule through the reasonable accommodation route you can reach out to ERO for more guidance.

*Charise Scott - 202-856-2114
Tam Nguyen - 609-508-2673*

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

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: Alexander, Dennis
Sent: Wednesday, June 26, 2019 1:53 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: WebTA

FYI, maybe you know this, but FMLA is for a long term out of office, not for a few hours here or there.

*Thanks,
Dennis*

Dennis J. Alexander, P.E.
Public Assistance Group Supervisor
Disaster DR4332 TX-- Harvey
TRO TX Harris County Branch II
8332 Willow Place Drive South
Houston, TX 77070
281-897-2017 Desk Phone
737-230-8182 Cell Phone
Dennis.alexander@fema.dhs.gov



From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:47 PM
To: Alexander, Dennis <dennis.alexander@fema.dhs.gov>
Subject: FW: WebTA

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

Sent: Wednesday, May 29, 2019 9:56 AM

To: Meindl, Max <max.meindl@fema.dhs.gov>; Atchison, Randy <Randy.Atkison@fema.dhs.gov>

Cc: Terry, Detra <detra.terry@fema.dhs.gov>

Subject: RE: WebTA

Good morning,

FMLA does not carry any leave. FMLA allows an employee to take up to 480 hours of unpaid for a personal or family medical situation.

Excerpt from OPM:

Under the Family and Medical Leave Act of 1993 (FMLA), most Federal employees are entitled to a total of up to 12 workweeks of unpaid leave during any 12-month period.

An employee may elect to substitute annual leave and/or sick leave, consistent with current laws and OPM's regulations for using annual and sick leave, for any unpaid leave under the FMLA.

The employee can request FMLA LWOP, but will not receive any compensation. If the employee wishes to be paid while out on leave they will need to use their annual or sick leave with the FMLA code.

If you have additional questions or need me to go into further detail please let me know.

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

Sent: Friday, May 24, 2019 9:39 AM

To: Atchison, Randy <Randy.Atkison@fema.dhs.gov>

Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>

Subject: WebTA

Randy,

My understanding is that with approved MFLA I am not required to use up my sick days or annual leave.

I requested MFLA leave without pay which I have been doing for several weeks now.

Please advise soonest.

"Cannot take TWOP until all your leave has been used. Also please put the hours in the day block of the calendar. Thank You Randy Atchison"

Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

Public Assistance Division

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202-374-9426

max.meindl@fema.dhs.gov



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Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 2:01 PM
To: Alexander, Dennis
Subject: RE: WebTA



Amount of Leave – Intermittent Leave

§ 825.202

- Employee is entitled to take intermittent or reduced schedule leave for:
 - Employee's or qualifying family member's serious health condition when the leave is medically necessary
 - Covered servicemember's serious injury or illness when the leave is medically necessary
 - A qualifying exigency arising out of a military member's covered active duty status
- Leave to bond with a child after the birth or placement must be taken as a continuous block of leave unless the employer agrees to allow intermittent or reduced schedule leave



U.S. Department of Labor
Wage and Hour Division

| 1-866-4-USWAGE

| www.dol.gov/whd



§825.202 Intermittent leave or reduced leave schedule.

(a) *Definition.* FMLA leave may be taken intermittently or on a reduced leave schedule under certain circumstances. *Intermittent leave* is FMLA leave taken in separate blocks of time due to a single qualifying reason. A *reduced leave schedule* is a leave schedule that reduces an employee's usual number of working hours per workweek, or hours per workday. A reduced leave schedule is a change in the employee's schedule for a period of time, normally from full-time to part-time.

(b) *Medical necessity.* For intermittent leave or leave on a reduced leave schedule taken because of one's own serious health condition, to care for a spouse, parent, son, or daughter with a serious health condition, or to care for a covered servicemember with a serious injury or illness, there must be a medical need for leave and it must be that such medical need can be best accommodated through an intermittent or reduced leave schedule. The treatment regimen and other information described in the certification of a serious health condition and in the certification of a serious injury or illness, if required by the employer, addresses the medical necessity of intermittent leave or leave on a reduced leave schedule. See §§825.306, 825.310. Leave may be taken intermittently or on a reduced leave schedule when medically necessary for planned and/or unanticipated medical treatment of a serious health condition or of a covered servicemember's serious injury or illness, or for recovery from treatment or recovery from a serious health condition or a covered servicemember's serious injury or illness. It may also be taken to provide care or psychological comfort to a covered family member with a serious health condition or a covered servicemember with a serious injury or illness.

(1) Intermittent leave may be taken for a serious health condition of a spouse, parent, son, or daughter, for the employee's own serious health condition, or a serious injury or illness of a covered servicemember which requires treatment by a health care provider periodically, rather than for one continuous period of time, and may include leave of periods from an hour or more to several weeks. Examples of intermittent leave would include leave taken on an occasional basis for medical appointments, or leave taken several days at a time spread over a period of six months, such as for chemotherapy. A pregnant employee may take leave intermittently for prenatal examinations or for her own condition, such as for periods of severe morning sickness. An example of an employee taking leave on a reduced leave

schedule is an employee who is recovering from a serious health condition and is not strong enough to work a full-time schedule.

(2) Intermittent or reduced schedule leave may be taken for absences where the employee or family member is incapacitated or unable to perform the essential functions of the position because of a chronic serious health condition or a serious injury or illness of a covered servicemember, even if he or she does not receive treatment by a health care provider. See §§825.113 and 825.127.

(c) *Birth or placement*. When leave is taken after the birth of a healthy child or placement of a healthy child for adoption or foster care, an employee may take leave intermittently or on a reduced leave schedule only if the employer agrees. Such a schedule reduction might occur, for example, where an employee, with the employer's agreement, works part-time after the birth of a child, or takes leave in several segments. The employer's agreement is not required, however, for leave during which the expectant mother has a serious health condition in connection with the birth of her child or if the newborn child has a serious health condition. See §825.204 for rules governing transfer to an alternative position that better accommodates intermittent leave. See also §825.120 (pregnancy) and §825.121 (adoption and foster care).

(d) *Qualifying exigency*. Leave due to a qualifying exigency may be taken on an intermittent or reduced leave schedule basis.

[78 FR 8902, Feb. 6, 2013, as amended at 80 FR 10001, Feb. 25, 2015]

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
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max.meindl@fema.dhs.gov



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From: Alexander, Dennis
Sent: Wednesday, June 26, 2019 1:53 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: WebTA

FYI, maybe you know this, but FMLA is for a long term out of office, not for a few hours here or there.

*Thanks,
Dennis*

Dennis J. Alexander, P.E.
Public Assistance Group Supervisor
Disaster DR4332 TX-- Harvey
TRO TX Harris County Branch II
8332 Willow Place Drive South
Houston, TX 77070
281-897-2017 Desk Phone
737-230-8182 Cell Phone
Dennis.alexander@fema.dhs.gov



From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:47 PM
To: Alexander, Dennis <dennis.alexander@fema.dhs.gov>
Subject: FW: WebTA

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
Sent: Wednesday, May 29, 2019 9:56 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Atchison, Randy <Randy.Atchison@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: WebTA

Good morning,

FMLA does not carry any leave. FMLA allows an employee to take up to 480 hours of unpaid for a personal or family medical situation.

Excerpt from OPM:

Under the Family and Medical Leave Act of 1993 (FMLA), most Federal employees are entitled to a total of up to 12 workweeks of unpaid leave during any 12-month period.

An employee may elect to substitute annual leave and/or sick leave, consistent with current laws and OPM's regulations for using annual and sick leave, for any unpaid leave under the FMLA.

The employee can request FMLA LWOP, but will not receive any compensation. If the employee wishes to be paid while out on leave they will need to use their annual or sick leave with the FMLA code.

If you have additional questions or need me to go into further detail please let me know.

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

Sent: Friday, May 24, 2019 9:39 AM

To: Atchison, Randy <Randy.Atchison@dhs.gov>

Cc: Gause, Jacqueline <jacqueline.gause@dhs.gov>; Terry, Detra <detra.terry@dhs.gov>

Subject: WebTA

Randy,

My understanding is that with approved MFLA I am not required to use up my sick days or annual leave.

I requested MFLA leave without pay which I have been doing for several weeks now.

Please advise soonest.

"Cannot take TWOP until all your leave has been used. Also please put the hours in the day block of the calendar. Thank You Randy Atchison"

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



FEMA

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:53 PM
To: Alexander, Dennis
Subject: RE: WebTA

It allows for reduced hours.

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: Alexander, Dennis
Sent: Wednesday, June 26, 2019 1:53 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: WebTA

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*Thanks,
Dennis*

Dennis J. Alexander, P.E.
Public Assistance Group Supervisor
Disaster DR4332 TX-- Harvey
TRO TX Harris County Branch II
8332 Willow Place Drive South
Houston, TX 77070
281-897-2017 Desk Phone
737-230-8182 Cell Phone
Dennis.alexander@fema.dhs.gov



From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:47 PM
To: Alexander, Dennis <dennis.alexander@fema.dhs.gov>
Subject: FW: WebTA

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: Gause, Jacqueline
Sent: Wednesday, May 29, 2019 9:56 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Atchison, Randy <Randy.Atkison@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: WebTA

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If you have additional questions or need me to go into further detail please let me know.

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
Sent: Friday, May 24, 2019 9:39 AM
To: Atchison, Randy <Randy.Atchison@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>
Subject: WebTA

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I requested MFLA leave without pay which I have been doing for several weeks now.
Please advise soonest.

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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
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Meindl, Max

From: Alexander, Dennis
Sent: Wednesday, June 26, 2019 1:53 PM
To: Meindl, Max
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Public Assistance Group Supervisor
Disaster DR4332 TX-- Harvey
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8332 Willow Place Drive South
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Sent: Wednesday, June 26, 2019 1:47 PM
To: Alexander, Dennis <[dennis.alexander@fema.dhs.gov](mailto:Dennis.alexander@fema.dhs.gov)>
Subject: FW: WebTA

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

Sent: Wednesday, May 29, 2019 9:56 AM

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

Cc: Terry, Detra <detra.terry@fema.dhs.gov>

Subject: RE: WebTA

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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

Sent: Friday, May 24, 2019 9:39 AM

To: Atchison, Randy <Randy.Atchison@fema.dhs.gov>

Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>

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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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Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:51 PM
To: Alexander, Dennis
Subject: FW: WebTa

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: Agaiby, Angela
Sent: Tuesday, May 14, 2019 9:33 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: WebTa

Good morning,

Please submit your oLWOP/FMLA request in WebTA under leave a premium pay for 05/09/19 and 05/10/19. Once your supervisor has approved the request please go into the system and re-affirm your time. Then I can validate.

Please let me know if you have any questions.

Thank you

Angela Agaiby
PA Operations Support Specialist
DR-4332
8223 Willow Place Dr. S
Houston, TX 77070
512-574-7612
Angela.Agaiby@FEMA.DHS.GOV

Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:47 PM
To: Alexander, Dennis
Subject: FW: WebTA

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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To: Meindl, Max <max.meindl@fema.dhs.gov>; Atchison, Randy <Randy.Atchison@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: WebTA

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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
Sent: Friday, May 24, 2019 9:39 AM
To: Atchison, Randy <Randy.Atchison@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>
Subject: WebTA

Randy,
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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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Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:44 PM
To: Alexander, Dennis
Subject: FW: Timesheet FMLA

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
Sent: Tuesday, April 23, 2019 3:10 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Obasa, Babajide <babajide.obasa@fema.dhs.gov>
Subject: RE: Timesheet FMLA

Good afternoon,

I will need you to provide me with your paystub showing your hours worked. You can obtain this information from my epp. I need you to submit paystub from when you converted to CORE, PP25 (2018), and PP 7 (2019).

Please let me know if you have any other questions.

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
Sent: Tuesday, April 23, 2019 1:30 PM
To: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Cc: Obasa, Babajide <babajide.obasa@fema.dhs.gov>
Subject: RE: Timesheet FMLA

Reservist since 08/2017.

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
Sent: Monday, April 22, 2019 4:21 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Obasa, Babajide <babajide.obasa@fema.dhs.gov>
Subject: RE: Timesheet FMLA

Good afternoon Max,

Prior to becoming a CORE for the TRO were you employed with FEMA? Currently, you have been with the TRO since June 2018 thus, you do not meet the 1 yr requirement for FMLA. If you have prior time with FEMA as a CORE, reservist, or local hire please let me know so that I can verify the time.

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
Sent: Monday, April 22, 2019 10:39 AM
To: Guelzow, Nicole <nicole.guelzow@fema.dhs.gov>
Cc: McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Obasa, Babajide <babajide.obasa@fema.dhs.gov>; David, Patricia <Patricia.David@fema.dhs.gov>; Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: RE: Timesheet FMLA

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: Guelzow, Nicole
Sent: Tuesday, April 2, 2019 4:51 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Obasa, Babajide <babajide.obasa@fema.dhs.gov>; David, Patricia <Patricia.David@fema.dhs.gov>; Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: Timesheet FMLA
Importance: High

Good afternoon Max,

I am performing timekeeping duties while your regular timekeeper is out of the office. In reviewing your timesheet, I see that you are claiming LWOP – FMLA.

Have you been approved for FMLA?

If you have, I apologize as the paperwork was not provided to the Austin office. If not, the leave category should be changed to LWOP until you receive approval.

Please let us know the status of your FMLA application as soon as possible so that we can move forward with your timesheet certification.

Respectfully,

Nicole Guelzow, MPA
Administrative Specialist (HR)
Texas Recovery Office

11000 N Interstate 35

Austin, TX 78753

(202) 718-1306 cell

Meindl, Max

From: Meindl, Max
Sent: Wednesday, June 26, 2019 1:41 PM
To: Alexander, Dennis
Subject: FW: FMLA

Importance: High

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: Obasa, Babajide
Sent: Tuesday, April 23, 2019 10:05 AM
To: Silva, Patricia <patricia.silva@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: RE: FMLA
Importance: High

Hello and Happy Tuesday!

Yes Patricia...Jackie will follow up with Mr. Meindl as to the appropriate next steps.

Thank you so much 😊

J-

From: Silva, Patricia
Sent: Tuesday, April 23, 2019 6:36 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Obasa, Babajide <babajide.obasa@fema.dhs.gov>; Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: RE: FMLA

Good morning Mr. Meindl,

I have reviewed your paperwork and all seems in order. I have copied Jide Obasa and Jacqueline Gause in this email as they are now the leads for FMLA in the TRO. Please consult with them on next steps.

Jide/Jackie- could you please inform Mr. Meindl of next steps.

Thank you,

Patricia Silva

Employee/Labor Relations Specialist

Office of the Chief Component Human Capital Officer (OCCHCO)| FEMA|DHS

500 C. Street SW/Washington, DC, 7th Floor

Email: patricia.silva@fema.dhs.gov

Office: 202. 212. 5238

Mobile: 202.368.7217

From: Meindl, Max

Sent: Monday, April 22, 2019 11:40 AM

To: Silva, Patricia <patricia.silva@fema.dhs.gov>

Subject: RE: FMLA

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: Silva, Patricia

Sent: Wednesday, March 13, 2019 5:57 AM

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

Subject: RE: FMLA

Good morning Mr. Meindl,

You need to communicate to your supervisor or record the need take FMLA leave at least 30 calendar days before the start of the planned absence. I have attached the Absence and Leave Manual for your review. Chapter 5 addresses FMLA.

I have also received the medical certification in connection with your request for FMLA leave.; however, the following required information is missing from the medical certification or is vague and needs clarification:

1. It is not clear whether you need FMLA leave intermittently or for a continuous period of time or both.
 - a. If your FMLA leave is for a continuous period of time, your doctor needs to state so. In the medical documentation you provided it only states "a few days after heart surgery". In addition, the your doctor will need to include the date of your surgery.
 - b. If your request is for intermittent leave for a planned medical treatment, the dates (actual or estimates) on which such treatment is expected to be given, the duration of such treatment, and the period of recovery, if any, before you would be able to return to work;
2. Your medical provider stated that your condition will cause episodic flare ups; however, the certification is missing the frequency of the flare ups. The medical certification needs to include an estimate of the frequency of the flare ups and the duration of related incapacity that you may have over the next 6 months (Part B, question #7).

Please be advised that the complete medical documentation is due 15 calendar days from this email.

Let me know if you have any questions.

Thank you,

Patricia Silva

Employee/Labor Relations Specialist
Office of the Chief Component Human Capital Officer (OCCHCO)| FEMA|DHS
500 C. Street SW/Washington, DC, 7th Floor
Email: patricia.silva@fema.dhs.gov
Office: 202. 212. 5238
Mobile: 202.368.7217

From: Meindl, Max
Sent: Tuesday, March 12, 2019 3:13 PM
To: Silva, Patricia <patricia.silva@fema.dhs.gov>
Cc: femamax@gmail.com; rick@guerradays.com
Subject: RE: FMLA

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

No, Jamie is not aware of the request that I am aware of.

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: Silva, Patricia
Sent: Tuesday, March 12, 2019 2:02 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: FMLA

Mr. Meindl,

Who is your supervisor of record? Are they aware of your FMLA request?

Patricia Silva
Employee/Labor Relations Specialist
Office of the Chief Component Human Capital Officer (OCCHCO)| FEMA|DHS
500 C. Street SW/Washington, DC, 7th Floor
Email: patricia.silva@fema.dhs.gov
Office: 202. 212. 5238
Mobile: 202.368.7217

From: Meindl, Max
Sent: Wednesday, March 6, 2019 2:29 PM
To: Silva, Patricia <patricia.silva@fema.dhs.gov>
Cc: femamax@gmail.com
Subject: RE: FMLA

Document attached.

Please advise as to the procedure subsequent the submission of this document to 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: Silva, Patricia
Sent: Wednesday, March 6, 2019 1:03 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: FMLA

Yes, that is correct.

Patricia Silva

Employee/Labor Relations Specialist
Office of the Chief Component Human Capital Officer (OCCHCO) | FEMA|DHS
500 C. Street SW/Washington, DC, 7th Floor
Email: patricia.silva@fema.dhs.gov
Office: 202. 212. 5238
Mobile: 202.368.7217

From: Meindl, Max
Sent: Wednesday, March 6, 2019 11:56 AM
To: Silva, Patricia <patricia.silva@fema.dhs.gov>
Subject: FMLA

I have been advised that you're the individual I'm supposed to send my FMLA forms to.
Is that correct?

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: 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



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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>
Subject: RE: FMLA Recertification - M. Meindl

Good afternoon,

The FMLA update process being applied in this situation is consistent with policy. Your approved FMLA condition of record is the matter being addressed as it relates to the updates being requested. You have said in your response that you are not scheduled to see the physician until next year and that you will request an appointment and attempt to get one as soon as possible. I will follow up with you in seven (7) days to see if you were able to get an appointment for this matter.

In the meantime I will recommend to your supervisor to continue to approve your current FMLA request for the said condition until you have an appointment scheduled. The specifics of the concerns is that your current FMLA is approved for 1-3 occurrences every month and you have exceeded the frequency so your management is attempting to obtain updated information.

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>

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 <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,

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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



FEMA

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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)
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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: Wednesday, October 23, 2019 1:09 PM
To: Meindl, Max; David, Patricia
Cc: Wick, Timothy; Terry, Detra; Alexander, Dennis; brent@guerradays.com; FEMA-EqualRights
Subject: RE: FMLA Recertification - M. Meindl

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Thanks for your cooperation with this matter. Please let me know if you have additional questions or concerns.

Regards,

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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>
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 <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

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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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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: 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>
Subject: FW: FMLA Recertification - M. Meindl

Ms. Cooley,

I am forwarding this email to you for information purposes.

I have no problem doing the FMLA recertification, subject to the time issues and making appointments.

What concerns me is that I feel as if I have been singled out for special attention.

The who of that issue is subject to a bit of detective work but I know who has questioned me in the past.

If I wasn't doing my job, that would be one thing but I am doing it and I do it well.

If you have any insight or words of encouragement.. send them on.

Be well.

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. <DETTRA.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.

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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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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 4:48 PM
To: Cooley, Sandra
Cc: femamax@gmail.com
Subject: FW: FMLA Recertification - M. Meindl

Ms. Cooley,
I am forwarding this email to you for information purposes.
I have no problem doing the FMLA recertification, subject to the time issues and making appointments.
What concerns me is that I feel as if I have been singled out for special attention.
The who of that issue is subject to a bit of detective work but I know who has questioned me in the past.
If I wasn't doing my job, that would be one thing but I am doing it and I do it well.
If you have any insight or words of encouragement.. send them on.

Be well.

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

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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,

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).
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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 4:22 PM
To: Gause, Jacqueline; David, Patricia
Cc: Wick, Timothy; TERRY, DETRA S.; Alexander, Dennis; brent@guerradays.com; FEMA-EqualRights
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.

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DHS | FEMA-Recovery Directorate
Public Assistance Division
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max.meindl@fema.dhs.gov



FEMA

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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

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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. <DETTRA.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

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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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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

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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



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

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DHS | FEMA-Recovery Directorate
Public Assistance Division
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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

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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 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

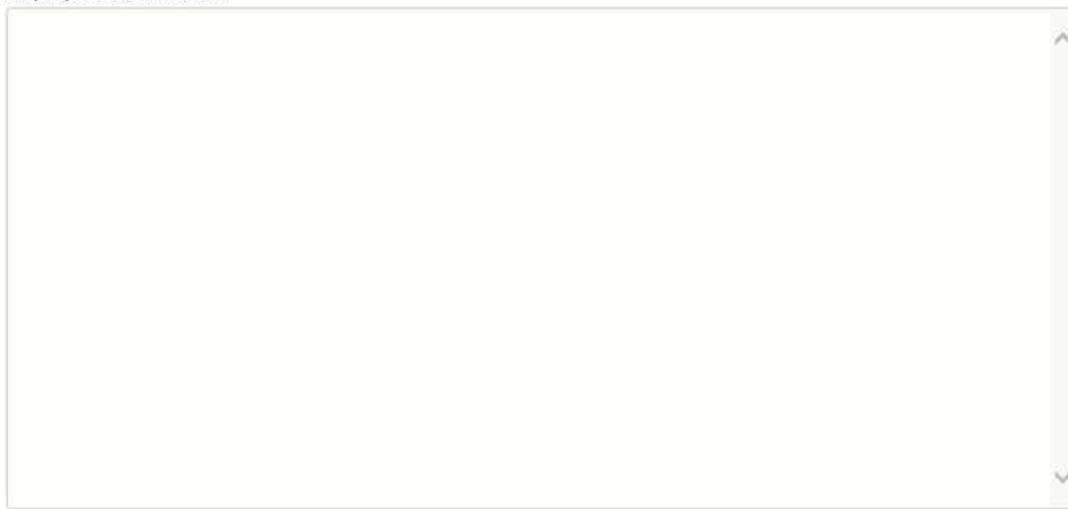
Date

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 <dakra.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.

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: 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



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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

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 8:49 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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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: Walters, Albert
Sent: Friday, November 9, 2018 4:15 PM
To: Meindl, Max
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: 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

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

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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



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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-OCSO-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.

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I categorically deny the allegations and assertions as put forth.

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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
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



FEMA

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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 11:03 AM
To: Lancaster, Dacia; FEMA.Harassment
Cc: FEMA-OCSO-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

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.

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To: Walters, Albert <Albert.Walters@fema.dhs.gov>
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*Max Meindl
832-293-3671*

*FEMA PDMG
Houston PA*

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Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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V/r,

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

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
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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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Good afternoon,

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V/r,

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

Meindl, Max

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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 11:07 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
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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

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Program Delivery Manager | Houston TRO
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Cc: FEMA-OCSO-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>
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To whom it may concern,

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Office of Equal Rights
DHS/FEMA

Meindl, Max

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Attachments: scannedDoc (007).pdf

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: Castaneda, Melinda
Sent: Monday, October 15, 2018 11:14 AM
To: FEMA-4332-DR-TX-All-Hands
Subject: TRO-ADR Continuous Availability

See important message from ADR. Thank you.

Please forward your questions to the appropriate [Point of Contact](#)

Greetings,

I'm writing to let you know that I will be out on rotation until 10/29. I will still be intermittently available via phone/e-mail.

ADR Advisor Sunny Gutierrez will be here at the TRO while I'm out. Sunny served the Texas Mission previously, so she may be familiar to some of you.

ADR Advisors Judy Gordon and Carl McGill will continue serving at Branch II Houston and providing coverage for Branch III.

Please feel free to contact any of us.

Thank you for all you do, every day.

Take good care of yourselves and each other.

Aileen

*AILEEN DENTON SETTER
Alternative Dispute Resolution Advisor
Texas Recovery Office
11000 North Interstate Highway 35
Austin, TX 78753
FEMA iPhone: (225) 910-5254
E-mail: Aileen.DentonSetter@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 9, 2018 9:43 AM
To: Asaro, Karen; Walters, Albert
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

I am available as required and at any time convenient to all parties.

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: Asaro, Karen
Sent: Sunday, October 7, 2018 3:20 PM
To: Walters, Albert <Albert.Walters@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Thank you. As soon as I hear from Mr. Meindl, I will confirm the date/time.

Karen

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

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From: Walters, Albert
Sent: Saturday, October 6, 2018 9:06 AM

To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Good morning Ms. Asaro,

My availability for a discussion with Mr. Meindl over the next 2 weeks is:

October 11, 2018 – From 10:00am until 2:00pm
October 12, 2018 – From 10:00am until 2:00pm
October 15, 2018 – From 11:00am until 3:00pm
October 17, 2018 – From 1:00pm until 2:00pm
October 19, 2018 – From 10:00am until 2:00pm

Thanks,

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

From: Asaro, Karen
Sent: Sunday, September 30, 2018 12:10 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Walters, Albert <Albert.Walters@fema.dhs.gov>
Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl and Mr. Walters,

I received an email from Erik Skinner, OER, on Friday letting me know that things are on track for scheduling the mediation conference call.

I will be at a mediation conference this week (week of Oct. 1) and unavailable for mediation. If you could send me some dates you are available the week of Oct. 8 and the week of Oct. 15, I will coordinate with all of our schedules, and confirm the first date/time that works for everyone.

Thank you for your assistance with scheduling and I look forward to hearing from you,

Karen

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Meindl, Max

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Washington, DC 20472
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Thanks,

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

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Meindl, Max

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Sent: Saturday, October 6, 2018 8:06 AM
To: Asaro, Karen; Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

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

From: Asaro, Karen
Sent: Sunday, September 30, 2018 12:10 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Walters, Albert <Albert.Walters@fema.dhs.gov>
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Washington, DC 20472

Phone: 571 431-2863

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Meindl, Max

From: Asaro, Karen
Sent: Sunday, September 30, 2018 12:10 PM
To: Meindl, Max; Walters, Albert
Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl and Mr. Walters,

I received an email from Erik Skinner, OER, on Friday letting me know that things are on track for scheduling the mediation conference call.

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Karen

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FEMA Alternative Dispute Resolution Division
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Phone: 571 431-2863

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Meindl, Max

From: Meindl, Max
Sent: Thursday, September 13, 2018 9:00 AM
To: Walters, Albert
Subject: ADDITIONAL STATEMENT
Attachments: Albert.pdf

For the file.

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: Wednesday, September 12, 2018 1:28 PM
To: Walters, Albert
Subject: sit with comms
Attachments: RE: M. Meindl Sit-with; RE: M. Meindl Sit-with; RE: M. Meindl Sit-with; RE: M. Meindl Sit-with

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

Subject: Canceled: M. Meindl Sit-with
Location: Houston office- Rm 225, conference call number provided

Start: Wed 8/15/2018 2:00 PM
End: Wed 8/15/2018 2:30 PM
Show Time As: Free

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Harrison, Jade
Required Attendees: Meindl, Max; Terry, Detra; Slie, Brian

Importance: High

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 12, 2018 1:19 PM
To: Walters, Albert
Subject: cover email

Albert,
Per your request.

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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Meindl, Max

From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:55 AM
To: Walters, Albert; Meindl, Max
Subject: RE: EEO Mediation

Hello Mr. Walters,

I assumed as much and just wanted to clarify for Mr. Meindl that your meeting was not the mediation session since he forwarded the meeting request to me.

Thanks,
Karen

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

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From: Walters, Albert
Sent: Wednesday, September 12, 2018 10:53 AM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Re: EEO Mediation

Karen,

This meeting is in reference to a harassment complaint Max has filed.

Get [Outlook for iOS](#)

From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:23:57 AM
To: Meindl, Max; Walters, Albert
Subject: EEO Mediation

Hello Mr. Meindl and Mr. Walters,

Mr. Meindl forwarded a meeting request to me which as I understand it, Mr. Walters is requesting a meeting with Mr. Meindl to discuss the EEO complaint.

I am writing to clarify that this meeting is NOT part of the mediation conference call I am trying to schedule once I know both parties' availability.

Thank you,

Karen

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

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Meindl, Max

From: Walters, Albert
Sent: Wednesday, September 12, 2018 9:53 AM
To: Asaro, Karen; Meindl, Max
Subject: Re: EEO Mediation

Karen,

This meeting is in reference to a harassment complaint Max has filed.

Get [Outlook for iOS](#)

From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:23:57 AM
To: Meindl, Max; Walters, Albert
Subject: EEO Mediation

Hello Mr. Meindl and Mr. Walters,

Mr. Meindl forwarded a meeting request to me which as I understand it, Mr. Walters is requesting a meeting with Mr. Meindl to discuss the EEO complaint.

I am writing to clarify that this meeting is NOT part of the mediation conference call I am trying to schedule once I know both parties' availability.

Thank you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
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Washington, DC 20472
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Meindl, Max

From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:24 AM
To: Meindl, Max; Walters, Albert
Subject: EEO Mediation

Hello Mr. Meindl and Mr. Walters,

Mr. Meindl forwarded a meeting request to me which as I understand it, Mr. Walters is requesting a meeting with Mr. Meindl to discuss the EEO complaint.

I am writing to clarify that this meeting is NOT part of the mediation conference call I am trying to schedule once I know both parties' availability.

Thank you,

Karen

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 12, 2018 9:23 AM
To: Walters, Albert
Subject: Accepted: Statement Concerning - Harassment

Meindl, Max

Subject: Statement Concerning - Harassment
Location: My Office

Start: Wed 9/12/2018 1:00 PM
End: Wed 9/12/2018 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Walters, Albert
Required Attendees: Walters, Albert; Meindl, Max
Optional Attendees: Asaro, Karen; Jordan, Lakeisha

Good Evening Max,

I would like to get your statement concerning your complaint. Please be prepared to discuss the issue..

Albert

Meindl, Max

Subject: Statement Concerning - Harassment
Location: My Office

Start: Wed 9/12/2018 1:00 PM
End: Wed 9/12/2018 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Walters, Albert
Required Attendees: Walters, Albert; Meindl, Max
Optional Attendees: Asaro, Karen; Jordan, Lakeisha

Good Evening Max,

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Meindl, Max

Subject: Statement Concerning - Harassment
Location: My Office

Start: Wed 9/12/2018 1:00 PM
End: Wed 9/12/2018 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Walters, Albert
Required Attendees: Walters, Albert; Meindl, Max
Optional Attendees: Asaro, Karen; Jordan, Lakeisha

Good Evening Max,

I would like to get your statement concerning your complaint. Please be prepared to discuss the issue..

Albert

Meindl, Max

From: Meindl, Max
Sent: Thursday, September 6, 2018 9:36 AM
To: Asaro, Karen
Subject: RE: mediation conference call

10-4

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: Asaro, Karen
Sent: Thursday, September 6, 2018 8:35 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: mediation conference call

Hello Mr. Meindl,

I am still waiting to hear back from Mr. Walters regarding his availability. I will let you know once I have heard from him.

Thanks,
Karen

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

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From: Meindl, Max
Sent: Tuesday, September 4, 2018 3:13 PM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>
Subject: RE: mediation conference call

1. Thursday before 1:00 PM,
2. Wed. next week 09:00 to 15:00,
3. Thursday next week 09:00 to 15:00.

I am in the office until about noon tomorrow but not sure about availability of a tele-conference room or anything.

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From: Asaro, Karen
Sent: Tuesday, September 4, 2018 1:56 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: mediation conference call

Hello Mr. Meindl,

Thank you for speaking with me today regarding the mediation conference call. If you can send me several dates that you are available for scheduling mediation, I will coordinate with Mr. Walters' availability and confirm the earliest date that works with everyone's schedule.

Thank you,

Karen

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

From: Meindl, Max
Sent: Wednesday, September 5, 2018 6:37 PM
To: Jones, Patricia
Subject: Re: IBD

Done

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From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:12:18 PM
To: Meindl, Max
Cc: Boone, William; Slie, Brian
Subject: IBD

Good Afternoon,

We have recently sent out your IBD, you can locate this in FED HR. As of today yours has not been signed. Please go into this site by COB tomorrow and sign these documents. They will be reviewed on Friday by the Branch Director and Chief of Staff.

Should you need assistance please contact me,

Thanks so much,

Trisha

Patricia Jones
PA Ops Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies..

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:16 PM
To: Meindl, Max
Subject: IDP's

Importance: High

This is correcting the Subject line of the last email.
It should read IDP. Sorry for the error

Trisha

Patricia Jones
PA Ops Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:12 PM
To: Meindl, Max
Cc: Boone, William; Slie, Brian
Subject: IBD

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Meindl, Max

From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:08 PM
To: Meindl, Max
Cc: Boone, William; Slie, Brian
Subject: IBD

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202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



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With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 5, 2018 10:55 AM
To: Jordan, Lakeisha
Subject: RE: Request for Availability - OER AHU Intake
Attachments: Max Meindl-affidavit-signed.pdf

FYI

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: Jordan, Lakeisha
Sent: Wednesday, September 5, 2018 10:08 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Request for Availability - OER AHU Intake

Good morning, Max,

Thank you for your response. Are you still available to speak this morning before noon? If so, I will give you a call.

If you are no longer available today, I will send you a calendar invite to speak tomorrow around 10:30AM.

Thanks,

Lakeisha Jordan
Office of Equal Rights | FEMA
(202) 531-2978

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recipient. Please consult the original sender before disclosing any information contained herein. If you have received this in error, please reply immediately to the sender and delete this message.

From: Meindl, Max
Sent: Tuesday, September 4, 2018 4:34 PM
To: Jordan, Lakeisha <lakeisha.jordan@fema.dhs.gov>
Subject: RE: Request for Availability - OER AHU Intake

Tomorrow before noon, Thursday before noon.

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: Jordan, Lakeisha
Sent: Tuesday, September 4, 2018 3:31 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request for Availability - OER AHU Intake

Good afternoon, Max,

I am an EEO Specialist in the Office of Equal Rights and your case was recently reassigned to me to conduct an intake on behalf of the Anti-Harassment Unit (AHU). I would like to briefly speak to you to obtain the preliminary facts of your case.

Can you please let me know the best available times to reach you this week, along with your phone number?

Thanks,

Lakeisha Jordan
Office of Equal Rights | FEMA
(202) 531-2978

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From: Meindl, Max
Sent: Tuesday, September 4, 2018 4:34 PM
To: Jordan, Lakeisha <lakeisha.jordan@fema.dhs.gov>
Subject: RE: Request for Availability - OER AHU Intake

Tomorrow before noon, Thursday before noon.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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FEMA/HQ
202-374-9426
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FEMA

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Sent: Tuesday, September 4, 2018 3:31 PM
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Meindl, Max

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Sent: Tuesday, September 4, 2018 3:34 PM
To: Jordan, Lakeisha
Subject: RE: Request for Availability - OER AHU Intake

Tomorrow before noon, Thursday before noon.

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: Jordan, Lakeisha
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Subject: Request for Availability - OER AHU Intake

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Meindl, Max

From: Meindl, Max
Sent: Tuesday, September 4, 2018 2:13 PM
To: Asaro, Karen
Subject: RE: mediation conference call

1. Thursday before 1:00 PM,
2. Wed. next week 09:00 to 15:00,
3. Thursday next week 09:00 to 15:00.

I am in the office until about noon tomorrow but not sure about availability of a tele-conference room or anything.

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: Asaro, Karen
Sent: Tuesday, September 4, 2018 1:56 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: mediation conference call

Hello Mr. Meindl,

Thank you for speaking with me today regarding the mediation conference call. If you can send me several dates that you are available for scheduling mediation, I will coordinate with Mr. Walters' availability and confirm the earliest date that works with everyone's schedule.

Thank you,

Karen

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

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Meindl, Max

From: Asaro, Karen
Sent: Tuesday, September 4, 2018 1:56 PM
To: Meindl, Max
Subject: mediation conference call

Hello Mr. Meindl,

Thank you for speaking with me today regarding the mediation conference call. If you can send me several dates that you are available for scheduling mediation, I will coordinate with Mr. Walters' availability and confirm the earliest date that works with everyone's schedule.

Thank you,

Karen

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

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Meindl, Max

From: Asaro, Karen
Sent: Tuesday, September 4, 2018 9:50 AM
To: Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Sounds good. I have a staff meeting from 12-1 pm (Eastern).

Look forward to speaking with you,

Karen

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

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From: Meindl, Max
Sent: Tuesday, September 4, 2018 10:39 AM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Let me catch up a bit on my projects and will call early afternoon.

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: Asaro, Karen
Sent: Monday, September 3, 2018 9:29 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl,

The Office of Equal Rights (OER) has referred your EEO Complaint to the Alternative Dispute Resolution (ADR) Division for mediation. I wanted to let you know that I am the mediator assigned. I was hoping we could talk tomorrow, Tuesday, September 4. My schedule is flexible so if you want to give me a call when you have time, I can be reached at 571 431-2863. If you happen to get my voice mail when you call, I probably will be on another call. Just leave a call back number and I will return your call as soon as I am free.

Thank you and I look forward to talking with you,

Karen

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

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Meindl, Max

From: Meindl, Max
Sent: Tuesday, September 4, 2018 9:39 AM
To: Asaro, Karen
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

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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
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FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
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Meindl, Max

From: Swann, Mary
Sent: Tuesday, August 28, 2018 1:59 PM
To: Meindl, Max
Subject: RE: Request of Additional Information

Hello Mr. Meindl,

Thank you for your response.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA-OER
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

From: Meindl, Max
Sent: Tuesday, August 28, 2018 1:27 PM
To: Swann, Mary <Mary.Swann@fema.dhs.gov>
Subject: RE: Request of Additional Information

Ms. Swann,
Per your request:

Please provide the following requested information by close of business today.
*I am in the process of contacting the responsible management official (RMO) regarding your claims.
In your response to remedies/resolutions, you stated indeterminate.
I will need you to provide some type/form of resolution to provide the RMO upon my contact.*

Also, please provide
- the name and title of Ms. Harrison's supervisor.

*Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov*

- the names and titles of the management officials in your chain of command.

*Detra Terry, Task Force Lead
Detra S. Terry
Public Assistance-PDM/DIS
DR-4332-TX
202.718.0109 / iFEMA cell*

*detra.terry@fema.dhs.gov
Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV*

- and, please spell out the acronyms you have used throughout your report.

<i>DPAG</i>	<i>Deputy Public Assistance Group Lead</i>
<i>TAC PDMG</i>	<i>Technical Assistance Contractor Program Delivery Manager</i>
<i>PAPG</i>	<i>Public Assistance Policy Guide</i>
<i>JFO</i>	<i>Joint Field Office</i>
<i>TFL</i>	<i>Task Force Lead</i>
<i>PDMG</i>	<i>Program Delivery Manager</i>

If you have questions, feel free to contact me at (940) 891-8573.

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: Swann, Mary
Sent: Tuesday, August 28, 2018 9:43 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request of Additional Information

Good morning Mr. Meindl,

Hope things are going well.

Please provide the following requested information by close of business today. I am in the process of contacting the responsible management official (RMO) regarding your claims. In your response to remedies/resolutions, you stated indeterminate. I will need you to provide some type/form of resolution to provide the RMO upon my contact.

Also, please provide

- the name and title of Ms. Harrison's supervisor.
- the names and titles of the management officials in your chain of command.
- and, please spell out the acronyms you have used throughout your report.

If you have questions, feel free to contact me at (940) 891-8573.

Thank you in advance for your response and cooperation.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA Office of Equal Rights
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 28, 2018 1:27 PM
To: Swann, Mary
Subject: RE: Request of Additional Information

Ms. Swann,
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Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov

- the names and titles of the management officials in your chain of command.

Detra Terry, Task Force Lead
Detra S. Terry
Public Assistance-PDM/DIS
DR-4332-TX
202.718.0109/iFEMA cell
detra.terry@fema.dhs.gov
Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

- and, please spell out the acronyms you have used throughout your report.

<i>DPAG</i>	<i>Deputy Public Assistance Group Lead</i>
<i>TAC PDMG</i>	<i>Technical Assistance Contractor Program Delivery Manager</i>
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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: Swann, Mary
Sent: Tuesday, August 28, 2018 9:43 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request of Additional Information

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- and, please spell out the acronyms you have used throughout your report.

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Thank you in advance for your response and cooperation.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA Office of Equal Rights
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 28, 2018 11:43 AM
To: Henri, Foudiya
Cc: Goudy, Douglas
Subject: RE: Max Meindl request for Reasonable Accommodation

Hello Max,

What is the name of your Supervisor please?_ DETRA TERRY

Was the RA request sent to the Supervisor? YES

If yes please let me know.

Also sent to: *From: Meindl, Max*

Sent: Thursday, August 23, 2018 2:11 PM

To: Terry, Detra <detra.terry@fema.dhs.gov>

Cc: Oke, Nicole <nicolette.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com

Subject: RA

I can assist with the RA request ONLY.

For Informal Complaint assistance please contact Doug Goudy directly.

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: Henri, Foudiya
Sent: Tuesday, August 28, 2018 11:28 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>
Subject: Max Meindl request for Reasonable Accommodation
Importance: High

Hello Max,

What is the name of your Supervisor please? _____ . Was the RA request sent to the Supervisor? If yes please let me know. I can assist with the RA request ONLY.

For Informal Complaint assistance please contact Doug Goudy directly.

Thank you,
Foudiya Henri
202-394-4633 Cell

From: Meindl, Max
Sent: Thursday, August 23, 2018 2:11 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Cc: Oke, Nicole <nicolette.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,
RA form attached.

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: Swann, Mary
Sent: Tuesday, August 28, 2018 9:43 AM
To: Meindl, Max
Subject: Request of Additional Information

Good morning Mr. Meindl,

Hope things are going well.

Please provide the following requested information by close of business today. I am in the process of contacting the responsible management official (RMO) regarding your claims. In your response to remedies/resolutions, you stated indeterminate. I will need you to provide some type/form of resolution to provide the RMO upon my contact.

Also, please provide

- the name and title of Ms. Harrison's supervisor.
- the names and titles of the management officials in your chain of command.
- and, please spell out the acronyms you have used throughout your report.

If you have questions, feel free to contact me at (940) 891-8573.

Thank you in advance for your response and cooperation.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA Office of Equal Rights
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

Meindl, Max

From: femamax@gmail.com
Sent: Sunday, August 26, 2018 3:42 PM
To: Meindl, Max
Subject: PIP
Attachments: fema255-0-1.doc.docx

Meindl, Max

From: Meindl, Max
Sent: Thursday, August 23, 2018 3:18 PM
To: Swann, Mary
Subject: RE: Potential EEO Complaint
Attachments: Consent.pdf; EEO Complainants Rights Responsibilities (002)-signed.pdf; EEO Counselor Checklist (002)-signed.pdf; Max Meindl-affidavit-signed.pdf

If you believe you have been discriminated against and wish to pursue the EEO process, please provide the following information

1. your name, title and contact phone number;
a. *Max Meindl, PMP, Emergency Management Specialist (PDMG), 832-293-3671*
2. your work address and home address (do not provide a P.O. Box number);
a. *8223 Willowplace Blvd, Houston TX. (work)*
b. *5 E. Austin, Bellville, TX 77418 (home)*
3. basis(es) of the alleged discrimination;
a. if age is the basis, provide date of birth; *06/21/1951*
b. if disability is the basis, provide the name of disability; *coronary Artery Disease, possible/leading to Congestive Heart Failure (CHF)*
c. if retaliation is the basis, provide date of prior EEO Activity or the incident you believe to be discriminatory; *Believe retaliation was for my determination of applicant eligibility in contravention to prevailing thought. The issue with an applicant, City of Bellaire, pursuant my determination of a policy issue in contradiction to the prevailing point of view and that of the TAC PDMG. The apparent consensus for the issue at hand was that the applicant was not eligible for a specific claimed damage. After reviewing the available information in the PAPG and information sent from the JFO, I concluded that the applicant could possibly be eligible and proffered the opinion that asking or advising them to withdraw the claim was incorrect and not supported by the information I had reviewed and that it would be a disservice to the applicant to have them withdraw the claim as opposed to the issuance of a Determination Memo (DM). With a DM, the applicant at least retains the right to appeal whereas a withdrawal would result in no right to appeal, if I understand the process correctly. I had previously obtained approval from the Task Lead to submit an official "Policy Inquiry" to the policy team to obtain further clarification and direction. We, TFL and I, discussed the issue and agreed that waiting for the policy clarification would be the appropriate path to take.*
4. a brief bullet list of each incident you believe to be discriminatory to include
a. name(s) of the alleged discriminating party;
 Jade Harrison
c. date(s) of the incident; and
i. *July 26th 2018*
d. name(s) of any witness to the alleged discrimination;
i. *T.K. Shadowens*
e. remedies/resolution to resolve your issues.
i. *indeterminate*

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: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good afternoon Mr. Meindl,

I will need your signature on each form (except "your Right to Equal Opportunity) before proceeding with the EEO process. If you have questions, please call.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good Morning,

I apologize, did not include the EEO forms. See attachments.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:09 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Potential EEO Complaint

Good Morning,

My name is Mary Swann, EEO Counselor in the Office of Equal Rights (OER). Please let me know if you will be available on Monday, August 20, 2018 at 11:30am CST to discuss your potential request for EEO Counseling. If the time is not convenient, provide a time. I have attached the EEO Counseling forms (ADR Consent, Counseling Checklist, and Complainant's Rights and Responsibilities) for your review before the scheduled meeting. I will review the forms with you and address any questions you may have during the meeting. I also attached a copy of FEMA OER flyer "Your Right to Equal Opportunity" which gives a brief explanation of the EEO Counseling process. I will remind you that an individual has 45 days from the date of the alleged discriminatory incident to request EEO counseling.

If you believe you have been discriminated against and wish to pursue the EEO process, please provide the following information

- your name, title and contact phone number;
- your work address and home address (do not provide a P.O. Box number);
- basis(es) of the alleged discrimination;
 - if age is the basis, provide date of birth;
 - if disability is the basis, provide the name of disability;
 - if retaliation is the basis, provide date of prior EEO Activity or the incident you believe to be discriminatory;
- a brief bullet list of each incident you believe to be discriminatory to include
 - name(s) of the alleged discriminating party;
 - date(s) of the incident; and
 - name(s) of any witness to the alleged discrimination;
- remedies/resolution to resolve your issues.

Thank you in advance for your response.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Goudy, Douglas
Sent: Thursday, August 23, 2018 1:11 PM
To: Meindl, Max
Subject: Automatic reply: RA

I'm currently out of the office returning August 27, 2018. If you require immediate assistance please call (202) 212-3535 and follow prompt to leave message for the Informal Unit.

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 21, 2018 2:53 PM
To: Denton Setter, Aileen
Subject: Accepted: Conversation

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 21, 2018 10:00 AM
To: Jones, Patricia
Subject: RE: Conference Call for IDP's

Trisha,
Thank you so much for the update.
Have a great day!

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: Jones, Patricia
Sent: Tuesday, August 21, 2018 9:49 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Conference Call for IDP's

Mr Meindl,

The IDP form has been uploaded into FED HR Navigator. You will be able to go there and digitally sign your IDB, Plan and 2nd Quarter. The 308 is an expectation plan. These are generic forms that need to be signed. Bill Boone will be getting with you in a few months and proceed with the process.

If you need assistance please reach out to me.

Thanks,
Trisha

Patricia Jones 'Trisha'
PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

From: Meindl, Max

Sent: Friday, August 17, 2018 4:27 PM

To: Jones, Patricia <patricia.jones1@fema.dhs.gov>

Subject: Re: Conference Call for IDP's

Per ATS and DTS I was off today and missed the call. Please advise.

Get [Outlook for iOS](#)

From: Jones, Patricia

Sent: Friday, August 17, 2018 9:21:18 AM

To: Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David

Subject: Conference Call for IDP's

When: Friday, August 17, 2018 10:00 AM-11:00 AM.

Where: 1-800-320-4330 PIN 654321#

Conference Call for IDP's

1-800-320-4330

PIN 654321#

Meindl, Max

From: Jones, Patricia
Sent: Tuesday, August 21, 2018 9:49 AM
To: Meindl, Max
Subject: RE: Conference Call for IDP's

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If you need assistance please reach out to me.

Thanks,
Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



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From: Meindl, Max
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Subject: Re: Conference Call for IDP's

Per ATS and DTS I was off today and missed the call. Please advise.

Get [Outlook for iOS](#)

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Sent: Friday, August 17, 2018 9:21:18 AM
To: Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Subject: Conference Call for IDP's
When: Friday, August 17, 2018 10:00 AM-11:00 AM.
Where: 1-800-320-4330 PIN 654321#

Conference Call for IDP's
1-800-320-4330

PIN 654321#

Meindl, Max

From: Meindl, Max
Sent: Monday, August 20, 2018 5:45 PM
To: femamax@gmail.com
Subject: Fwd: Potential EEO Complaint

Get [Outlook for iOS](#)

From: Meindl, Max
Sent: Monday, August 20, 2018 1:22:42 PM
To: Swann, Mary
Subject: RE: Potential EEO Complaint

Will do, in the field with an applicant for the afternoon.
Will do soonest.

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: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good afternoon Mr. Meindl,

I will need your signature on each form (except "your Right to Equal Opportunity) before proceeding with the EEO process. If you have questions, please call.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights*

*3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good Morning,

I apologize, did not include the EEO forms. See attachments.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
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mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:09 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Potential EEO Complaint

Good Morning,

My name is Mary Swann, EEO Counselor in the Office of Equal Rights (OER). Please let me know if you will be available on Monday, August 20, 2018 at 11:30am CST to discuss your potential request for EEO Counseling. If the time is not convenient, provide a time. I have attached the EEO Counseling forms (ADR Consent, Counseling Checklist, and Complainant's Rights and Responsibilities) for your review before the scheduled meeting. I will review the forms with you and address any questions you may have during the meeting. I also attached a copy of FEMA OER flyer "Your Right to Equal Opportunity" which gives a brief explanation of the EEO Counseling process. I will remind you that an individual has 45 days from the date of the alleged discriminatory incident to request EEO counseling.

If you believe you have been discriminated against and wish to pursue the EEO process, please provide the following information

- your name, title and contact phone number;
- your work address and home address (do not provide a P.O. Box number);
- basis(es) of the alleged discrimination;
- if age is the basis, provide date of birth;

- if disability is the basis, provide the name of disability;
 - if retaliation is the basis, provide date of prior EEO Activity or the incident you believe to be discriminatory;
- a brief bullet list of each incident you believe to be discriminatory to include
- name(s) of the alleged discriminating party;
 - date(s) of the incident; and
 - name(s) of any witness to the alleged discrimination;
- remedies/resolution to resolve your issues.

Thank you in advance for your response.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
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mary.swann@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Monday, August 20, 2018 1:23 PM
To: Swann, Mary
Subject: RE: Potential EEO Complaint

Will do, in the field with an applicant for the afternoon.
Will do soonest.

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: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good afternoon Mr. Meindl,

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Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
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(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

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To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good Morning,

I apologize, did not include the EEO forms. See attachments.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
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- a brief bullet list of each incident you believe to be discriminatory to include
 - name(s) of the alleged discriminating party;

- date(s) of the incident; and
 - name(s) of any witness to the alleged discrimination;
- remedies/resolution to resolve your issues.

Thank you in advance for your response.

Respectfully,

*Mary Swann, EEO Specialist
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mary.swann@fema.dhs.gov*

Meindl, Max

From: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max
Subject: FW: Potential EEO Complaint
Attachments: Your Right to Equal Opportunity 07 - 18.pdf; ADR.pdf; EEO Counselor Checklist.pdf; EEO Complainants Rights Responsibilities.pdf

Good afternoon Mr. Meindl,

I will need your signature on each form (except "your Right to Equal Opportunity) before proceeding with the EEO process. If you have questions, please call.

Respectfully,

*Mary Swann, EEO Specialist
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To: Meindl, Max <max.meindl@fema.dhs.gov>
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Respectfully,

*Mary Swann, EEO Specialist
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mary.swann@fema.dhs.gov*

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:09 AM

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

Subject: Potential EEO Complaint

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- remedies/resolution to resolve your issues.

Thank you in advance for your response.

Respectfully,

*Mary Swann, EEO Specialist
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Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Monday, August 20, 2018 11:15 AM
To: Meindl, Max
Subject: sick

, close to heading to the emergency room today (Sunday), took nitro pills, condition stabilized, but concerning. Received Blue Cross docs on Saturday so hope to get to a non VA doctor/cardiologist soonest.

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



WARNING: This email contains FOR OFFICIAL USE ONLY (FOUO) OR PRIVACY DATA. It may contain information exempt from public release under the Freedom of Information Act (5 U.S.C. 552). The information contained herein must be controlled, stored, handled, transmitted, distributed, and disposed of in accordance with DHS policy relating to FOUO/PII information and is not to be released to the public or other personnel who do not have a valid "need-to-know" without prior approval of an authorized DHS official.

Meindl, Max

From: Meindl, Max
Sent: Friday, August 17, 2018 4:27 PM
To: Jones, Patricia
Subject: Re: Conference Call for IDP's

Per ATS and DTS I was off today and missed the call. Please advise.

Get [Outlook for iOS](#)

From: Jones, Patricia
Sent: Friday, August 17, 2018 9:21:18 AM
To: Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Subject: Conference Call for IDP's
When: Friday, August 17, 2018 10:00 AM-11:00 AM.
Where: 1-800-320-4330 PIN 654321#

Conference Call for IDP's

1-800-320-4330

PIN 654321#

Meindl, Max

Subject: Conference Call for IDP's
Location: 1-800-320-4330 PIN 654321#

Start: Fri 8/17/2018 10:00 AM
End: Fri 8/17/2018 11:00 AM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Jones, Patricia
Required Attendees: Jones, Patricia; Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Optional Attendees: McKnight Jr, Thomas

Conference Call for IDP's
1-800-320-4330
PIN 654321#

Meindl, Max

From: Henri, Foudiya
Sent: Thursday, August 16, 2018 9:51 AM
To: Avery, Darlene; femamax@gmail.com; Meindl, Max
Cc: Oke, Nicole; McPhie, Regina; FEMA-Reasonable-Accommodation; Oke, Nicole; Goudy, Douglas
Subject: RE: Complaint
Attachments: blank FEMA Form 256-0-1.pdf

Just tried calling Mr. Max on 832-293-3671. You may call contact me at 202-394-4633 Cell for assistance should you believe you need a Reasonable Accommodation. FEMA employees may make a request at any time.

Attached is the FEMA FORM 256-0-1 that all employees may use to document their request. The employee completes PAGE #1 and signs the bottom. Employee provides to Supervisor. If any documentation is provided that contains medical it must be password protected. Documentation only needs to be specific to the request. Please copy FEMA Reasonable Accommodation Mailbox when you forward the request.

For further assistance with a complaint I have copied the Informal Unit Chief, Ms. Oke and Team Lead, Mr. Goudy. You may contact them directly at 202-212-3535, Hit Option #6.

Thank you,

Foudiya Henri
EEO Specialist / RA Coordinator
Office of Equal Rights
500 C St. SW Washington DC

: iPhone: 202.394.4633 | : Desk: 202.212.4490 | : 540.504.2068 | e-: foudiya.henri@fema.dhs.gov |
e-: fema-reasonable-accommodation@fema.dhs.gov Click to request an accommodation

From: Avery, Darlene [mailto:darlene.avery@hq.dhs.gov]
Sent: Thursday, August 16, 2018 8:02 AM
To: femamax@gmail.com; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>
Subject: RE: Complaint

Max Meindl

Our HQ's EEO office has received the attached email regarding disability and alleged discrimination inquiries. Our office do not process complaints or disability items for FEMA employees.

As a FEMA employee, the process is for you to reach out to the FEMA's Office of Equal Rights (OER). I am forwarding your email to the Reasonable Accommodations Program Manager, Foudiya Henri and the Information Complaints Manager/staff, Nicole Oke, Regina McPhie to learn how best they can assist you in processing your requests.

I encourage you to reach out to them if you have further questions or would like to begin the Informal complaints process.

Regards,

Darlene Avery, MBA

Program Manager, Disability/Reasonable Accommodation

Darlene.Avery@hq.dhs.gov

202-357-1204 (office)

202-357-1188 (fax)

From: femamax@gmail.com <femamax@gmail.com>

Sent: Wednesday, August 15, 2018 4:27 PM

To: Avery, Darlene <darlene.avery@hq.dhs.gov>

Subject: FW: Complaint

I am, after a couple of weeks of considerable handwrapping 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

Meindl, Max

From: Avery, Darlene <darlene.avery@hq.dhs.gov>
Sent: Thursday, August 16, 2018 7:02 AM
To: femamax@gmail.com; Meindl, Max
Cc: Oke, Nicole; McPhie, Regina; Henri, Foudiya
Subject: RE: Complaint
Attachments: FW: Complaint

Max Meindl

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Regards,

Darlene Avery, MBA
Program Manager, Disability/Reasonable Accommodation
Darlene.Avery@hq.dhs.gov
202-357-1204 (office)
202-357-1188 (fax)

From: femamax@gmail.com <femamax@gmail.com>
Sent: Wednesday, August 15, 2018 4:27 PM
To: Avery, Darlene <darlene.avery@hq.dhs.gov>
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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

Meindl, Max

From: Meindl, Max
Sent: Thursday, August 16, 2018 7:06 AM
To: Terry, Detra
Subject: Sick day

Going to VA clinic

Get [Outlook for iOS](#)

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 4:49 PM
To: femamax@gmail.com
Subject: Fwd: Sit With 7/27/2018 with PDM Max Meindl

Get [Outlook for iOS](#)

From: Harrison, Jade
Sent: Friday, August 3, 2018 2:12:55 PM
To: Meindl, Max; Shadowens, Timothy
Subject: Re: Sit With 7/27/2018 with PDM Max Meindl

Max,

This is a recap of the sit-with you had with Kirk this week. All of which led up to the sit-with.

Jade Harrison
Deputy Public Assistance Group Supervisor
DR-4333 Harvey
504-908-5357
Jade.Harrison@fema.dhs.gov

From: "Meindl, Max" <max.meindl@fema.dhs.gov>
Date: Friday, August 3, 2018 at 9:11:46 AM
To: "Shadowens, Timothy" <timothy.k.shadowens@fema.dhs.gov>
Cc: "Harrison, Jade" <Jade.Harrison@fema.dhs.gov>
Subject: RE: Sit With 7/27/2018 with PDM Max Meindl

I respectfully disagree with elements of this summary.
It is inaccurate and states as fact, elements not in evidence.

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



WARNING: This email contains FOR OFFICIAL USE ONLY (FOUO) OR PRIVACY DATA. It may contain information exempt from public release under the Freedom of Information Act (5 U.S.C. 552). The information contained herein must be controlled, stored, handled, transmitted,

From: Shadowens, Timothy
Sent: Thursday, August 2, 2018 7:10 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: Sit With 7/27/2018 with PDM Max Meindl

Sit With 7/27/2018 with PDM Max Meindl: Regarding City of Bellaire project #26570 the Evergreen Traffic Signal Cabinets & Controls PDM Mr. Meindl was asked by leadership not to send this project back to the CRC. As this project once was sent to the CRC, and the CRC sent it back to the field office for a review of eligibility. This project is in question of does the possible reimbursement fall under FHWA or FEMA. This was a transition of projects from TFL Berti and PDM Plunkett. The expectation was for Mr. Meindl to work and to collaborate with his teammates during this transition period.

Mr. Meindl researched the eligibility reviewing the PAPPG, FHWA (TFL Berti and PDM Plunkett provided this as well), and involved the State counterparts. Mr. Meindl felt after his research that the project was eligible and advanced it back to the CRC. The CRC immediately called back to the field office confused why this project was sent back to them.

Current Status: This project was sent to the LRO for a policy determination/policy inquiry. I did call CRC TFL Andrew Makardetsh at the CRC since the project is still active in the CRC. Mr. Makardetsh stated that this project as came back and forth from the field office. Mr. Makardetsh stated they (CRC) have forwarded this to the TRO for a Determination Memo submission. I stated to Mr. Makardetsh that I felt it is best to keep the current status this way, but I will notify my DPAG for her final decision.

- In addition, I also attended in person the Weekly Meeting with the PDM and the Applicant. The Applicant stated they would appreciate it if we obtain an official review from the FEMA policy team and draft a determination memo.

TFL Kirk Shadowens Sit With - Actions to Mr. Meindl:

- The expectation was for Mr. Meindl was to follow instructions and guidance from all leadership. TFL and other leaders expressed to Mr. Meindl several times the situation of the projects and what next steps to take. Mr. Meindl did not execute to this, as Mr. Meindl chose to do what he felt the next process step was to do. As Mr. Meindl should have not advanced this project to the CRC, until his TFL granted him permission. The expectation moving forward is for Mr. Meindl to notify and involve is TFL or leadership before advancing projects to the CRC.
- The expectation was for Mr. Meindl to work and to collaborate with his teammates during this transition period. Mr. Meindl was communicated from TFL Berti and I that he was expected to work in a team effort with the PDM Plunkett. The team effort was requested to Mr. Meindl so that he could gain full status of the transition projects. Mr. Meindl during this timeframe displayed poor interaction with staff, communication with staff, and displayed poor interaction with his peers and leaders. The expectation moving forward is for Mr. Meindl to work with all teammates and leadership. Mr. Meindl needs to involve all teammates when asked, and allow those teammates to help assist him with their updated project status, so that the execution of project completion is established by an efficient manner.

Regards,

Kirk Shadowens
FEMA Task Force Leader
Harris County Branch DR-4332-TX
Timothy.K.Shadowens@FEMA.DHS.Gov
202-802-3384 mobile

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 3:01 PM
To: femamax@gmail.com
Subject: Fwd: Not On My Watch (Part 2): Employee Resources
Attachments: FactSheet_Harassment_Employees.pdf; FactSheet_Harassment_Supervisors and Managers.pdf

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From: Meindl, Max
Sent: Thursday, August 2, 2018 1:11:23 PM
To: femamax@gmail.com
Subject: Fwd: Not On My Watch (Part 2): Employee Resources

From: "Office of the Administrator" <officeoftheadministrator@fema.dhs.gov>
Date: Wednesday, August 1, 2018 at 2:55:08 PM
To: "FEMA-ALL" <FEMA-ALL@fema.dhs.gov>
Subject: Not On My Watch (Part 2): Employee Resources

FEMA Team,

I would like to reiterate that ensuring FEMA maintains a safe work environment is extremely important to me and to my leadership team. As stated in my previous message, you should know that FEMA has a zero-tolerance policy for all types of harassment. If you feel you have been harassed or if you witness inappropriate behavior by anyone against a fellow employee, I am asking you to report it. I am attaching two documents that provide information on where you can do so.

I recognize that you may find it difficult to make allegations about discrimination or harassment of any type. You may feel concerned that you are at risk and worry about how filing a complaint may impact your career. I want to assure you that any employee can file a complaint without fear of reprisal because I have a zero-tolerance policy against retaliation.

Sexual harassment isn't limited to just making inappropriate advances. It also includes any unwelcome verbal or physical behavior that creates a hostile work environment whether it occurs inside or outside the workplace or through social media platforms. No one should be subjected to any such behavior by anyone you may come into contact with as part of your job, including managers, co-workers, contractors or Agency partners.

When allegations of this type are brought to the Agency's attention, I can assure you that they will be investigated promptly, and upon conclusion, appropriate action will be taken. As mentioned in Monday's message, my leadership team is establishing an Office of Professional Responsibility to ensure expeditious, fair, and objective follow-up and resolution of allegations of misconduct.

The attached documents will answer questions about the steps to report harassment claims. There is also useful information on reporting an incident to the Anti-Harassment Unit. Counseling services and health and wellness advisors are available to all FEMA employees who may not have received the support they needed in the past.

As I've said before, everyone in this Agency is responsible for creating a culture of trust, mutual respect, and dignity in our treatment of employees and for all of those we serve. I will accept nothing less.

It's important to note that the few individuals participating in this behavior by no means define the majority of the honorable, well-intentioned, and well-qualified employees who give this Agency their best every day. I want you to know I appreciate your efforts and I will always support and defend you.

Meindl, Max

From: Slie, Brian
Sent: Wednesday, August 15, 2018 2:35 PM
To: Harrison, Jade; Meindl, Max; Terry, Detra
Subject: RE: M. Meindl Sit-with

Thank you, Jade.

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov

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

From: Harrison, Jade
Sent: Wednesday, August 15, 2018 2:19 PM
To: Meindl, Max; Terry, Detra; Slie, Brian
Subject: Canceled: 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
Importance: High

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 2:30 PM
To: femamax@gmail.com
Subject: Fwd: Branch II 205a and 207 8-13-18
Attachments: FEMA-4332-DR-TX Branch II 205A 08-13-2018.pdf; FEMA-4332-DR-TX- Branch II 207 08132018.pdf

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From: Jiles, Adeaner
Sent: Tuesday, August 14, 2018 8:06:08 AM
To: FEMA-4332-DR-TX-Branch-II-All-Hands
Subject: Branch II 205a and 207 8-13-18

Good morning all,

See attached for final 205a and 207 for Branch II as of 8-13-18.

Best,

Liam R Bassford
Planning Specialist (PLSP)
Branch II Office
Texas Hurricane Harvey
FEMA-4332-DR-TX
(202) 465-0432
liam.bassford.2@fema.dhs.gov
[Click here to enter the Virtual Situation Room](#)

To be removed from this all-hands list, please press Ctrl and click [here](#).

Meindl, Max

Subject: Canceled: M. Meindl Sit-with
Location: Houston office- Rm 225, conference call number provided

Start: Wed 8/15/2018 2:00 PM
End: Wed 8/15/2018 2:30 PM
Show Time As: Free

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Harrison, Jade
Required Attendees: Meindl, Max; Terry, Detra; Slie, Brian

Importance: High

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 1:58 PM
To: femamax@gmail.com
Subject: Fwd: IDPs
Attachments: FEMA Form 255-0-1 IDP.PDF

Get [Outlook for iOS](#)

From: Jones, Patricia
Sent: Wednesday, August 15, 2018 12:16:45 PM
To: Meindl, Max
Subject: IDPs

Good Afternoon Max,

I will be having a call on Thursday or Friday to discuss performance plans and IDPs (Individual Development Plan). I have attached an example IDP for your use. You will need to complete the IDP and return to me ASAP but no later than noon tomorrow 8/16. You will need to sign and date the form as well.

A meeting invite with conference pin will be sent out via email.

Regards,
Trisha

Patricia Jones 'Trisha'
PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, August 15, 2018 1:40 PM
To: Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria;
Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred;
Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Teston, Sheree;
Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Subject: IDPs

Good Afternoon,

To answer some of the questions about the Form sent out, Bill wants you to fill out the top information and then list one or more training sessions you may be interested in.

Do not worry about the cost, etc.

Scan and email them back to me please.

Many Thanks,
Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, August 15, 2018 12:17 PM
To: Meindl, Max
Subject: IDPs
Attachments: FEMA Form 255-0-1 IDP.PDF

Good Afternoon Max,

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Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Harrison, Jade
Sent: Wednesday, August 15, 2018 11:20 AM
To: Terry, Detra; Slie, Brian; Meindl, Max
Cc: Boone, William
Subject: RE: M. Meindl Sit-with

Hi Brian,

Should I move forward and reschedule the sit-with for tomorrow? and if so, please advise when you are available.

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

From: Terry, Detra
Sent: Wednesday, August 15, 2018 9:30 AM
To: Slie, Brian <Brian.Slie@fema.dhs.gov>; Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Boone, William <William.Boone@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Yes, he informed me this morning.

Thanks,

Detra

202.718.0109 | fCMA cell
detra.terry@fema.dhs.gov

From: Slie, Brian
Sent: Wednesday, August 15, 2018 9:28 AM
To: Terry, Detra <detra.terry@fema.dhs.gov>; Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Boone, William <William.Boone@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Good Morning Detra,

Thank you for the visibility. Did Mr. Meindl request a sick day after he was informed that there would be a sit-with today?

Thank you,

Brian

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov

From: Terry, Detra
Sent: Wednesday, August 15, 2018 8:35 AM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Good Morning,

Mr. Meindl will not be able attend today's sit-with as he has taken a sick day (8/15/2018). Meeting will be rescheduled at a later date.

Thanks,

Detra

202.718.0109|*iFEM*A cell
detra.terry@fema.dhs.gov

-----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

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Terry, Detra
Sent: Wednesday, August 15, 2018 9:30 AM
To: Slie, Brian; Harrison, Jade; Meindl, Max
Cc: Boone, William
Subject: RE: M. Meindl Sit-with

Yes, he informed me this morning.

Thanks,

Detra

202.718.0109|~~iFEMA~~ cell
detra.terry@fema.dhs.gov

From: Slie, Brian
Sent: Wednesday, August 15, 2018 9:28 AM
To: Terry, Detra <detra.terry@fema.dhs.gov>; Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Boone, William <William.Boone@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Good Morning Detra,

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Thank you,

Brian

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov

From: Terry, Detra
Sent: Wednesday, August 15, 2018 8:35 AM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

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Detra

202.718.0109|~~iFEMA cell~~
detra.terry@fema.dhs.gov

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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

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PIN: 892515

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To: Terry, Detra; Harrison, Jade; Meindl, Max
Cc: Boone, William
Subject: RE: M. Meindl Sit-with

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Thank you,

Brian

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov

From: Terry, Detra
Sent: Wednesday, August 15, 2018 8:35 AM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Good Morning,

Mr. Meindl will not be able attend today's sit-with as he has taken a sick day (8/15/2018). Meeting will be rescheduled at a later date.

Thanks,

Detra

202.718.0109|*iFEM*A cell
detra.terry@fema.dhs.gov

-----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

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:

1-800-320-4330

PIN: 892515

Meindl, Max

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1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 7:57 AM
To: Terry, Detra
Subject: Sick day

Not well, sick day

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Meindl, Max

From: Meindl, Max
Sent: Thursday, August 9, 2018 7:31 AM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

Sounds great

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From: Harrison, Jade
Sent: Wednesday, August 8, 2018 6:34:25 PM
To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

Max,

Thank you for the offer. I'll be catching up on some stuff before I leave next week. However, maybe next week we can get together for a group lunch. Thank so much!

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

From: Meindl, Max
Sent: Wednesday, August 8, 2018 5:56 PM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: Re: Freeway Manor Baptist Church

Jade, if you're available tomorrow for lunch I'd like to treat you to lunch before you demob. Marcus, Mary Margaret and possibly Detra are going to Churascos for lunch. Just over 249, South American cuisine, my way of saying thanks.

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From: Meindl, Max
Sent: Wednesday, August 8, 2018 5:25:43 PM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

I can't seem to withdraw because it's "pending late damage submission review ". Can you send it back somehow?

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From: Harrison, Jade
Sent: Wednesday, August 8, 2018 2:35:51 PM
To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

Ok. Please remove the late submission in the Grants Manger today.

Jade Harrison

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To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: RE: Freeway Manor Baptist Church

FYI



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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To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Freeway Manor Baptist Church

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Please review. We can discuss further on tomorrow.

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Jade.Harrison@fema.dhs.gov

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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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Deputy Public Assistance Group Supervisor

FEMA- Public Assistance

DR-4332-TX

Jade.Harrison@fema.dhs.gov

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Meindl, Max

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To: Harrison, Jade
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FYI



Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

Public Assistance Division

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FEMA- Public Assistance

DR-4332-TX

Jade.Harrison@fema.dhs.gov

(504) 908-5357 (Mobile)

Meindl, Max

From: Meindl, Max
Sent: Thursday, August 2, 2018 1:11 PM
To: femamax@gmail.com
Subject: Fwd: Not On My Watch (Part 2): Employee Resources
Attachments: FactSheet_Harassment_Employees.pdf; FactSheet_Harassment_Supervisors and Managers.pdf

From: "Office of the Administrator" <officeoftheadministrator@fema.dhs.gov>
Date: Wednesday, August 1, 2018 at 2:55:08 PM
To: "FEMA-ALL" <FEMA-ALL@fema.dhs.gov>
Subject: Not On My Watch (Part 2): Employee Resources

FEMA Team,

I would like to reiterate that ensuring FEMA maintains a safe work environment is extremely important to me and to my leadership team. As stated in my previous message, you should know that FEMA has a zero-tolerance policy for all types of harassment. If you feel you have been harassed or if you witness inappropriate behavior by anyone against a fellow employee, I am asking you to report it. I am attaching two documents that provide information on where you can do so.

I recognize that you may find it difficult to make allegations about discrimination or harassment of any type. You may feel concerned that you are at risk and worry about how filing a complaint may impact your career. I want to assure you that any employee can file a complaint without fear of reprisal because I have a zero-tolerance policy against retaliation.

Sexual harassment isn't limited to just making inappropriate advances. It also includes any unwelcome verbal or physical behavior that creates a hostile work environment whether it occurs inside or outside the workplace or through social media platforms. No one should be subjected to any such behavior by anyone you may come into contact with as part of your job, including managers, co-workers, contractors or Agency partners.

When allegations of this type are brought to the Agency's attention, I can assure you that they will be investigated promptly, and upon conclusion, appropriate action will be taken. As mentioned in Monday's message, my leadership team is establishing an Office of Professional Responsibility to ensure expeditious, fair, and objective follow-up and resolution of allegations of misconduct.

The attached documents will answer questions about the steps to report harassment claims. There is also useful information on reporting an incident to the Anti-Harassment Unit. Counseling services and health and wellness advisors are available to all FEMA employees who may not have received the support they needed in the past.

As I've said before, everyone in this Agency is responsible for creating a culture of trust, mutual respect, and dignity in our treatment of employees and for all of those we serve. I will accept nothing less.

It's important to note that the few individuals participating in this behavior by no means define the majority of the honorable, well-intentioned, and well-qualified employees who give this Agency their best every day. I want you to know I appreciate your efforts and I will always support and defend you.

**Certification of Health Care Provider for
Employee's Serious Health Condition
(Family and Medical Leave Act)**

U.S. Department of Labor

Wage and Hour Division



DO NOT SEND COMPLETED FORM TO THE DEPARTMENT OF LABOR; RETURN TO THE PATIENT

OMB Control Number: 1235-0003

Expires: 5/31/2018

SECTION I: For Completion by the EMPLOYER

INSTRUCTIONS to the EMPLOYER: The Family and Medical Leave Act (FMLA) provides that an employer may require an employee seeking FMLA protections because of a need for leave due to a serious health condition to submit a medical certification issued by the employee's health care provider. Please complete Section I before giving this form to your employee. Your response is voluntary. While you are not required to use this form, you may not ask the employee to provide more information than allowed under the FMLA regulations, 29 C.F.R. §§ 825.306-825.308. Employers must generally maintain records and documents relating to medical certifications, recertifications, or medical histories of employees created for FMLA purposes as confidential medical records in separate files/records from the usual personnel files and in accordance with 29 C.F.R. § 1630.14(c)(1), if the Americans with Disabilities Act applies, and in accordance with 29 C.F.R. § 1635.9, if the Genetic Information Nondiscrimination Act applies.

Employer name and contact: Max J Meindl

Employee's job title: Emergency Management Specialist

Regular work schedule: 40 hour week, 9-5:30

Employee's essential job functions: Emergency Management, recovery services, program delivery manager assisting applicants with federal grant application for recovery from Hurricane Harvey, office/computer work and field visits/meetings.

Check if job description is attached:

SECTION II: For Completion by the EMPLOYEE

INSTRUCTIONS to the EMPLOYEE: Please complete Section II before giving this form to your medical provider. The FMLA permits an employer to require that you submit a timely, complete, and sufficient medical certification to support a request for FMLA leave due to your own serious health condition. If requested by your employer, your response is required to obtain or retain the benefit of FMLA protections. 29 U.S.C. §§ 2613, 2614(c)(3). Failure to provide a complete and sufficient medical certification may result in a denial of your FMLA request. 20 C.F.R. § 825.313. Your employer must give you at least 15 calendar days to return this form. 29 C.F.R. § 825.305(b).

Your name: Max J Meindl

First

Middle

Last

SECTION III: For Completion by the HEALTH CARE PROVIDER

INSTRUCTIONS to the HEALTH CARE PROVIDER: Your patient has requested leave under the FMLA. Answer, fully and completely, all applicable parts. Several questions seek a response as to the frequency or duration of a condition, treatment, etc. Your answer should be your best estimate based upon your medical knowledge, experience, and examination of the patient. Be as specific as you can; terms such as "lifetime," "unknown," or "indeterminate" may not be sufficient to determine FMLA coverage. Limit your responses to the condition for which the employee is seeking leave. Do not provide information about genetic tests, as defined in 29 C.F.R. § 1635.3(f), genetic services, as defined in 29 C.F.R. § 1635.3(e), or the manifestation of disease or disorder in the employee's family members, 29 C.F.R. § 1635.3(b). Please be sure to sign the form on the last page.

Provider's name and business address: C. Christophe Gay, M.D., 235 W. Palm, Bellville TX 77418

Type of practice / Medical specialty: Family Practice

Telephone: (979) 865-8484

Fax: (979) 865-8686

1. Approximate date condition commenced: 08/04/2009

Probable duration of condition: Indeterminate, perpetual

Mark below as applicable:

Was the patient admitted for an overnight stay in a hospital, hospice, or residential medical care facility?

No Yes. If so, dates of admission:

08/04/2009 (stent surgery) 05/27/2013 (stent surgery), pending surgery-

Date(s) you treated the patient for condition:

10/22/2018, 02/06/2019

Will the patient need to have treatment visits at least twice per year due to the condition? No Yes.

Was medication, other than over-the-counter medication, prescribed? No Yes.

Was the patient referred to other health care provider(s) for evaluation or treatment (e.g., physical therapist)?
No Yes. If so, state the nature of such treatments and expected duration of treatment:

Cardiologist, testing, evaluation and surgery

2. Is the medical condition pregnancy? No Yes. If so, expected delivery date: _____

3. Use the information provided by the employer in Section I to answer this question. If the employer fails to provide a list of the employee's essential functions or a job description, answer these questions based upon the employee's own description of his/her job functions.

Is the employee unable to perform any of his/her job functions due to the condition: No Yes.

If so, identify the job functions the employee is unable to perform:

4. Describe other relevant medical facts, if any, related to the condition for which the employee seeks leave (such medical facts may include symptoms, diagnosis, or any regimen of continuing treatment such as the use of specialized equipment):

Problem: Abnormal cardiovascular function study, R94.30, Active 274525000

Problem: Arteriosclerosis of native coronary artery w/ angina pectoris, I25.119, Active 194828000

Problem: Edema, R60.9, Active 79654002

Problem: Arteriosclerosis of native coronary artery w/ angina pectoris

Problem: Abnormal cardiovascular function study (ICD-10 - R94.30)

Arteriosclerosis of native coronary artery w/ angina pectoris: Stress test with apical moderate ischemia.

PART B: AMOUNT OF LEAVE NEEDED

5. Will the employee be incapacitated for a single continuous period of time due to his/her medical condition, including any time for treatment and recovery? No Yes.

If so, estimate the beginning and ending dates for the period of incapacity: a few days after heart surgery

6. Will the employee need to attend follow-up treatment appointments or work part-time or on a reduced schedule because of the employee's medical condition? No Yes.

If so, are the treatments or the reduced number of hours of work medically necessary?
 No Yes.

Estimate treatment schedule, if any, including the dates of any scheduled appointments and the time required for each appointment, including any recovery period:

indeterminate, predicated on physical condition of patient

Estimate the part-time or reduced work schedule the employee needs, if any:

1-2 hour(s) per day; 5 days per week from indeterminate through indeterminate

7. Will the condition cause episodic flare-ups periodically preventing the employee from performing his/her job functions? No Yes.

Is it medically necessary for the employee to be absent from work during the flare-ups?
 No Yes. If so, explain:

issues associated with heart condition

Based upon the patient's medical history and your knowledge of the medical condition, estimate the frequency of flare-ups and the duration of related incapacity that the patient may have over the next 6 months (e.g., 1 episode every 3 months lasting 1-2 days):

Frequency : times per week(s) month(s)

Duration: ¹ hours or day(s) per episode

ADDITIONAL INFORMATION: IDENTIFY QUESTION NUMBER WITH YOUR ADDITIONAL ANSWER

Records statement from Cardiologist: He has an old LAD and RCA stents. Will further risk stratify with a LHC. We spoke about LHC. Risks include but not limited to: death, stroke, MI, need for emergency surgery, need for transfusion, groin hematoma, retroperitoneal bleed, anemia, infection. All questions were answered. Patient agrees to proceed with the above procedure. We spoke about possible PCI. Risks include but not limited to: Stroke, death, vessel dissection, perforation, need for emergency surgery, failed intervention, need for repeat procedure, restenosis & acute stent thrombosis. All questions were answered. Pt agrees to proceed w/

procedure. DES if needed. Right radial access.

Abnormal cardiovascular function study Apical ischemia.

Arteriosclerosis of native coronary artery w/ angina pectoris I25.119 ; Abnormal cardiovascular function study R94.30 ;

Signature of Health Care Provider

Date

4 Mar 9

PAPERWORK REDUCTION ACT NOTICE AND PUBLIC BURDEN STATEMENT

If submitted, it is mandatory for employers to retain a copy of this disclosure in their records for three years. 29 U.S.C. § 2616; 29 C.F.R. § 825.500. Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. The Department of Labor estimates that it will take an average of 20 minutes for respondents to complete this collection of information, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding this burden estimate or any other aspect of this collection information, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S-3502, 200 Constitution Ave., NW, Washington, DC 20210. **DO NOT SEND COMPLETED FORM TO THE DEPARTMENT OF LABOR; RETURN TO THE PATIENT.**

femamax@gmail.com

From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Wednesday, March 6, 2019 2:03 PM
To: Oke, Nicole
Subject: RE: Reasonable Accommodation (RA) request

I had to submit my FMLA paperwork today, to cover all the bases, to deal with the RA nonactivity, again a penalty option, considering it is a no pay option.

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: Oke, Nicole
Sent: Wednesday, March 6, 2019 1:48 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Reasonable Accommodation (RA) request

Mr. Meindl,

I am in training today. Let's talk tomorrow. Did you request fulltime telework?

Thanks,

Nicole

From: Meindl, Max
Sent: Wednesday, March 6, 2019 2:45 PM
To: Oke, Nicole <nicole.oke@fema.dhs.gov>
Cc: femamax@gmail.com
Subject: RE: Reasonable Accommodation (RA) request

Nicole,

Why is the RA process so ignored/abused by the process?

I've done everything required on my end yet the "institution" can't seem to take the request seriously nor process the request pursuant to DHS/FEMA policy.

This seems unjust, unfair and unreasonable to an individual requesting/requiring a timely response to a request. Instead of a reasonable accommodation, so I can be allowed to do a couple of hours of telework before driving 60 miles to the office, I am required to take "leave without pay" on a regular basis resulting in a diminished paycheck. All in all, it seems as if the default position of DHS/FEMA is to stall and/or decline any request, for whatever reason. I would expect or request that the process, mine specifically, be looked in to, and to identify process disconnects and put eyes on a way to improve the process, especially the timeliness requirements or lack thereof

According to policy:

FEMA Manual 1430.1 Chg.1 December 3, 2002

4-4

Chapter 5

Time Frames

5-1. Processing Requests. FEMA will process requests for reasonable accommodation and provide accommodations, where they are appropriate, in as short a time frame as reasonably possible. FEMA recognizes, however, that the time necessary to process a request will depend on the nature of the accommodation requested and whether it is necessary to obtain supporting information. Time frames for processing requests and providing reasonable accommodation where no supporting information is required are as follows:

a. Requests from applicants for employment should be expedited when necessary to ensure the applicant's ability to compete for the position. However, these requests should not exceed ten (10) business days.

b. If a request from an employee is processed by the supervisor, the request should be processed, and the accommodation, if granted, provided within 15 business days from the date of receipt of the request. Requests for accommodation should be expedited when the accommodation is needed to enable the employee to participate in an Agency activity scheduled to occur in the near future.

(1) If the decision maker believes that it is necessary to obtain medical information to determine whether the requesting individual has a disability and/or to identify the functional limitations, the decision maker will request the information as soon as possible after his or her receipt of the request for accommodation. FEMA recognizes that the need for documentation may not become apparent until after the interactive process has begun.

(2) In cases where medical documentation is needed, the accommodation, if granted, will be provided within ten (10) business days for an applicant, and within 15 business days for an employee, from the date the decision maker receives the relevant information, absent any extenuating circumstances.

c. Where the Disability Program Manager is the decision maker on a request for reasonable accommodation, he/she will make a decision on the request and the accommodation, if granted, will be provided within 15 business days from the date of the request. If medical documentation is necessary, the decision will be made within 15 business days of receipt of the medical information, absent any extenuating circumstances.

We are going on 132 business days since AUGUST 23rd 2018 and 196 calendar days.

Unreasonable and unnecessary.

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: Oke, Nicole

Sent: Monday, March 4, 2019 5:57 AM

To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Reasonable Accommodation (RA) request

Dear Mr. Meindl,

I apologize for the delay. You should have a response by close of business this week.

Respectfully,

Nicole

Nicole Oke
Informal Unit Chief, Office of Equal Rights
DHS/Federal Emergency Management Agency
500 C Street, SW Room 4SW-0915
Washington, DC 20472-3505
Cell: 202.717.1595
E-mail: nicole.oke@fema.dhs.gov



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From: Meindl, Max
Sent: Wednesday, February 27, 2019 5:00 PM
To: Oke, Nicole <nicole.oke@fema.dhs.gov>; Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jolinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Terry, Detra <detra.terry@fema.dhs.gov>; rick@guerradays.com; Slie, Brian <Brian.Slie@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>
Subject: RE: Reasonable Accommodation (RA) request

Nicole,

As of this date I've yet to receive an answer to my RA request filed in August of 2018.

I am at a loss trying to understand how FEMA/DHS policy can be so blatantly ignored/violated in such a casual manner by so many.

My request was based on a serious heart condition requiring a bit of flexibility in my morning schedule to accommodate issues I face daily.

My heart surgery, which was scheduled for 01/25/2019, had to be postponed/rescheduled for a different time, but I am hoping it will be soon.

My simple request to FEMA/DHS was for some understanding and flexibility to assist me over the past 6 months, in a challenging time, and the FEMA team, thus far, has deemed me insignificant and not worthy of a response nor consideration of assistance.

Can you explain this?

NOTE: Equal Rights Office policy requires the agency to provide requested Reasonable Accommodation within 10 days, barring extenuating circumstances.

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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FEMA

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From: Oke, Nicole
Sent: Tuesday, February 12, 2019 2:22 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jojinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-brritt@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Fouadiya <Fouadiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>
Subject: RE: Reasonable Accommodation (RA) request

Dear Mr. Meindl,

I will research the matter and circle back with a response and next steps.

Respectfully,

Nicole

Nicole Oke
Informal Unit Chief, Office of Equal Rights
DHS/Federal Emergency Management Agency
500 C Street, SW Room 4SW-0915
Washington, DC 20472-3505
Cell: 202.717.1595
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From: Meindl, Max
Sent: Tuesday, February 12, 2019 2:49 PM
To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; Johnson, Jo Linda <jolinda.johnson@fema.dhs.gov>; Peterkin, Donna <donna.peterkin@fema.dhs.gov>
Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicole.oke@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Fouidiya <Fouidiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>
Subject: RE: Reasonable Accommodation (RA) request

To whom it may concern,
Feb 12th 2019

On or about August 27th, 2018, I submitted a Reasonable Accommodation (RA) request for consideration/processing. As of this date, I've received no answer, up or down, concerning my request. Although the RA request has passed through many hands/personnel from Washington D/C. to Houston to Austin, no one has seen it important enough to respond to my RA request. When considering that nearly SIX (6) months have passed since my initial RA request, it would be safe to say that policy governing this specific RA request has not been complied with. I am respectfully requesting that a response to my RA request be provided forthwith as required by FEMA policy. I am at a loss in trying to understand the lack of response, in a timely manner, as required by policy. Would someone, willing to take ownership, please respond to the RA on file since August 13th, 2018? All requested and required information has been provided per policy to Winston D. Brathwaite, J.D., Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov, and if you have any questions, please feel free to contact me. As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

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: Meindl, Max

Sent: Wednesday, December 12, 2018 4:09 PM

To: Brathwaite, Winston <winston.d.brathwaite@fema.dhs.gov>; McAllister, Jamie <jamie.mcallister@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>

Cc: FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Fernandez, Luz <Luz.Fernandez@fema.dhs.gov>; Maddox Britt, Sandra <sandra.maddox-britt@fema.dhs.gov>; Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; Merritt, Lisa <lisa.merritt@fema.dhs.gov>

Subject: Reasonable Accommodation (RA) request

To whom it may concern,

December 12th, 2018

On or about August 23th, 2018, I submitted a Reasonable Accommodation (RA) request for consideration/processing.

As of this date, I've received no answer, up or down, concerning my request.

Although the RA request has passed through many hands/personnel from Washington D/C. to Houston to Austin, no one has seen it important enough to respond to my RA request.

When considering that nearly four (4) months have passed since my initial RA request, it would be safe to say that policy governing this specific RA request has not been complied with.

I am respectfully requesting that a response to my RA request be provided forthwith as required by FEMA policy.

I am at a loss in trying to understand the lack of response, in a timely manner, as required by policy.

Would someone, willing to take ownership, please respond to the RA on file since August 13th, 2018?

All requested and required information has been provided per policy to Winston D. Brathwaite, J.D., Affirmative Employment Specialist | AEP/RA | DHS/FEMA/Office of Equal Rights | 500 C Street SW, 4SW-0809, Washington, DC 20472-3505 | Desk: 202.212.4102 | Mobile: 202.735.4449 | Fax: 202.646.4320 | Winston.D.Brathwaite@fema.dhs.gov, and if you have any questions, please feel free to contact me.

As a veteran and senior citizen with a documented disability in my files, it is incumbent upon someone to step forward and address this egregious oversight/situation soonest.

Max J Meindl, PMP
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