

**Date:** 10/28/2019 1:28:03 PM  
**From:** "Meindl, Max" max.meindl@fema.dhs.gov  
**To:** femamax@gmail.com  
**Subject:** FW: WebTA  
**Attachment:** image001.png;

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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<mailto:max.meindl@fema.dhs.gov>  
[fema]

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From: Meindl, Max  
Sent: Wednesday, May 29, 2019 1:53 PM  
To: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Atchison, Randy <Randy.Atchison@fema.dhs.gov>  
Cc: Terry, Detra <detra.terry@fema.dhs.gov>  
Subject: RE: WebTA

My understanding also.

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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@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"

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