

**Date:** 3/24/2020 1:17:56 PM  
**From:** "Meindl, Max" max.meindl@fema.dhs.gov  
**To:** femamax@gmail.com  
**Subject:** FW: FMLA Recertification - M. Meindl  
**Attachment:** image001.png;image002.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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[REG 6]

From: Cooley, Sandra <Sandra.Cooley@fema.dhs.gov>  
Sent: Wednesday, October 30, 2019 9:41 AM  
To: Meindl, Max <max.meindl@fema.dhs.gov>  
Cc: femamax@gmail.com  
Subject: Re: FMLA Recertification - M. Meindl

Max my pleasure and keep me posted. Best.

Get Outlook for iOS<<https://aka.ms/o0ukef>>

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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

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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](mailto:sandra.cooley@fema.dhs.gov)<<mailto:sandra.cooley@fema.dhs.gov>>

Sincerely,

Your Signature Block

From: Meindl, Max <[max.meindl@fema.dhs.gov](mailto:max.meindl@fema.dhs.gov)>  
Sent: Tuesday, October 22, 2019 4:48 PM  
To: Cooley, Sandra <[Sandra.Cooley@fema.dhs.gov](mailto:Sandra.Cooley@fema.dhs.gov)>  
Cc: [femamax@gmail.com](mailto: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

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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.

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Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

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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