

**Date:** 6/26/2019 1:50:07 PM  
**From:** "Meindl, Max" max.meindl@fema.dhs.gov  
**To:** "Alexander, Dennis" dennis.alexander@fema.dhs.gov  
**Subject:** FW: Reasonable accommodation

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**From:** Meindl, Max  
**Sent:** Tuesday, May 21, 2019 11:04 AM  
**To:** Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>  
**Cc:** Terry, Detra <detra.terry@fema.dhs.gov>  
**Subject:** RE: Reasonable accommodation

10-4, thanks Jacqueline, appreciate your assistance.  
Reduced hours are also available via FMLA, per policy, but I'm just doing the best I can after what I've been through.  
Definitely don't want to do it again anytime soon.

Max J Meindl, PMP  
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FEMA

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**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