

From: [Meindl, Max](#)
To: [Underhill, Demarque](#)
Cc: [Dickerson, Darla](#); [Mckenzie, Rachel](#); [Malbrough, Alfred](#); [O'Donovan, Andrew](#); [Aguilo, Karina](#)
Subject: RE: Max Meindl Reasonable Accommodation Request
Date: Monday, August 15, 2022 8:20:00 AM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)

Mark,
As I discussed with Rick Cain early on, if the community level is "yellow or green", if possible, I would try to get in to the office.
I do not want any exposure in red rated community level facilities.
I tried calling Karin, no answer, but she is included on the email chain.
Please advise soonest.

Thank you for your assistance.

Max J Meindl, PMP
Program Delivery Task Force Lead | DR-4611-LA Debris Task Force | PPDR Debris Task Force | Emergency Management Specialist
Duty Station: 4611DR DR - Baton Rouge, Louisiana - JFO ROR | Region 6

Mobile: 202-374-9426
max.meindl@fema.dhs.gov

Federal Emergency Management Agency
www.FEMA.gov



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From: Meindl, Max
Sent: Monday, August 15, 2022 8:11 AM
To: Underhill, Demarque <demarque.underhill@fema.dhs.gov>
Cc: Dickerson, Darla <Darla.Dickerson@fema.dhs.gov>; Mckenzie, Rachel <rachel.mckenzie@fema.dhs.gov>; Malbrough, Alfred <Alfred.Malbrough@fema.dhs.gov>; O'Donovan, Andrew <andrew.p.odonovan@fema.dhs.gov>; Aguilo, Karina <Karina.Aguilo@fema.dhs.gov>
Subject: FW: Max Meindl Reasonable Accommodation Request

Mark,
Pursuant to the following, as stipulated by Andrew:

- Additionally, has employee been approved by SOR to telework from residence 100%?
- If so, was it a 90 day approval?
- Dates needed to show when approval was recorded. **(Depending on length of time and if considered temporary, a reasonable accommodation request might not be necessary with SOR's approval.)**

1. Applicant's/Employee's Name Max J Meindl	2. Telephone Number (202) 374-9426
3. Organization/Office PA	4. Date of Request 07/19/2022
<p>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.):</p> <p>Telework is hereby requested request until adjudication of RA requests, 2 filed 09/20/2021 and 1 filed on 07/19/2022, and to exempt employee, temporarily, from the requirement to report to the office twice per pay period for a period covering 08/04/2022 to 11/04/2022. I Want to keep my job. I respectfully demand exemption from the requirement to populate my office chair twice a pay period, and I hereby stipulate that I meet the definition of a person having a "disability" under Sec. 12111(A)(8) of the Act.</p> <p>**Briefly, major life activities include but are not limited to breathing, walking, learning, seeing, and hearing. An impairment is considered substantially limiting if it significantly restricts – or prevents altogether – an individual's ability to perform the activity as compared with the average person. A qualified individual with a disability is defined as one who: (1) satisfies the requisite skill, experience, education, and other job-related requirements of the position; and (2) can perform the essential functions of the position, with or without reasonable accommodation. How does an employee or applicant for employment request a reasonable accommodation? An employee may request a reasonable accommodation orally or in writing from his/her supervisor of record (SOR), by contacting OER, or by initiating the process through the DHS Accessibility Compliance Reporting System (ACMS).</p>	
<p>6. Reason for Request:</p> <p>Employee has 3 current RA requests pending and they have not yet been adjudicated.</p> <p>The requests were made pursuant to the vaccine mandate and report to office mandate and have yet to be addressed.</p> <p>Employee does not perform any "daily or weekly" "testing" because he is not sick.</p> <p>Employee does not mask because it interferes with breathing and has not/will not wear a face diaper of questionable efficacy just to attend and sit in an office chair once a week.</p> <p>Employee has shortness of breath (COPD), hypertensive urgency, other forms of dyspnea, unilateral primary osteoarthritis, right knee, high blood pressure, hypertensive heart disease, COPD/lung disorders, supraventricular rapid heart rate, chest pain, angina, abnormal electrocardiogram (ECG), (EKG), atherosclerotic heart disease of native coronary artery causing unspecific angina pectoris. Additionally, abnormal results of cardiovascular functional studies.</p> <p>Employee does not want to be forced to go in to an office building in an area/community rated as "High Community Levels" and subject himself to potential exposure when he has successfully avoided and "High Community Level" areas for two and one-half years.</p> <p>***Briefly describe the specific accommodation requested: Continued Remote/telework, temporary exemption from the report to office mandate.</p>	
<p>7. If accommodation is time sensitive, please explain:</p>	

-
[And:](#)

-
From: Underhill, Demarque demarque.underhill@fema.dhs.gov
Sent: Thursday, August 4, 2022 4:04 PM
To: Aybar-Morales, Miriam miriam.aybarmorales@fema.dhs.gov
Cc: McKenzie, Rachel rachel.mckenzie@fema.dhs.gov; Dickerson, Darla Darla.Dickerson@fema.dhs.gov; Malbrough, Alfred Alfred.Malbrough@fema.dhs.gov; Underhill, Demarque demarque.underhill@fema.dhs.gov
Subject: FW: RAR0042452 for Telework: 100%

Ms. Aybar-Morales food afternoon.

-
As Max Meindl's Supervisor of Record, I support his Request for Reasonable Accommodation as being in fact, reasonable.

Regards,

Mark Underhill

PA Program Delivery Task Force Leader | Public Assistance | DR-4611-LA | Region VI
 Mobile: (202) 957-4473
demarque.underhill@fema.dhs.gov

From: Underhill, Demarque <demarque.underhill@fema.dhs.gov>
Sent: Monday, August 15, 2022 7:42 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Richardson, Derek <derek.richardson.2@fema.dhs.gov>; Wick, Timothy <Timothy.Wick@fema.dhs.gov>; Wilson, Russell <russell.wilson@fema.dhs.gov>; O'Donovan, Andrew <andrew.p.odonovan@fema.dhs.gov>; Malbrough, Alfred <Alfred.Malbrough@fema.dhs.gov>; McKenzie, Rachel <rachel.mckenzie@fema.dhs.gov>; Underhill, Demarque <demarque.underhill@fema.dhs.gov>
Subject: RE: Max Meindl Reasonable Accommodation Request

Max, this afternoon, I had a pleasant and productive MS Teams visit with Tim Wick and Andrew O'Donovan.

We recommend you contact Ms. Karina Aguilo, Mission Support Deputy Division Director, karina.aguilo.fema.dhs.gov, 940.232.8781.

As I understand, Ms. Aguilo has offered to assist you with your Reasonable Accommodation Request.

Regards,

Mark Underhill

PA Program Delivery Task Force Leader | Public Assistance | DR-4611-LA | Region VI

Mobile: (202) 957-4473

demarque.underhill@fema.dhs.gov

From: O'Donovan, Andrew <andrew.p.odonovan@fema.dhs.gov>

Sent: Friday, August 12, 2022 1:03 PM

To: Underhill, Demarque <demarque.underhill@fema.dhs.gov>; Malbrough, Alfred <Alfred.Malbrough@fema.dhs.gov>; McKenzie, Rachel <rachel.mckenzie@fema.dhs.gov>

Cc: Richardson, Derek <derek.richardson.2@fema.dhs.gov>; Wick, Timothy <Timothy.Wick@fema.dhs.gov>; Wilson, Russell <russell.wilson@fema.dhs.gov>

Subject: Max Meindl Reasonable Accommodation Request

Good Afternoon –

I have been tasked with verifying accountability for all staff scheduled to be in office on their designated days for the Houston office. I understand there is a pending Reasonable Accommodation request for Max. Below is an outline of the steps necessary to determine next action items for Max in the process re: his selected days in office for the Houston campus, as advised through discussion with Mission Support.

- When did employee initiate the Reasonable Accommodation request? Determine how long he has been out of the office.
- Identify employee's RA specialist (person tasked with his RA request since beginning process) and reach out to them about the pending request. If specific person cannot be located then email stated inquiries to the Reasonable Accommodations mailbox.
- Inquire where in the process the request is. What items, documents, or other necessary items are necessary to complete the process for request to be satisfied.
- Additionally, has employee been approved by SOR to telework from residence 100%? If so, was it a 90 day approval? Dates needed to show when approval was recorded. (Depending on length of time and if considered temporary, a reasonable accommodation request might not be necessary with SOR's approval.)

I am attempting to answer some of Max's questions on next steps he needs to take and identify how the request can be settled through the proper guidelines we were given. If further clarification is needed please reach out to Karina Aguilo from Mission Support to advise.

Thank you,

Andrew O'Donovan

Complex Projects Coordinator | Texas Integration and Recovery Office | Region 6

Mobile: (202) 716-4151

andrew.p.odonovan@fema.dhs.gov

Federal Emergency Management Agency

[fema.gov](https://www.fema.gov)

