

Date: 3/25/2020 9:54:25 AM
From: "Meindl, Max" max.meindl@fema.dhs.gov
To: femamax@gmail.com
Subject: FW: Consideration
Attachment: image001.png;image002.png;image004.png;image006.png;image007.png;

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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[fema]

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[REG 6]

From: Meindl, Max
Sent: Thursday, March 5, 2020 11:57 AM
To: Cain, Richard <richard.cain@fema.dhs.gov>
Subject: RE: Consideration

I can't afford anymore unpaid time off Rick.
I had over 700 hours off unpaid last year and we're still reeling from that.
I have to get additional information from my doctor, per EEO, and get it submitted and then I'm supposed to meet with my supervisor of record to discuss the RA.

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From: Cain, Richard <richard.cain@fema.dhs.gov>
Sent: Thursday, March 5, 2020 11:52 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Richardson, Derek <derek.richardson.2@fema.dhs.gov>; Wick, Timothy <Timothy.Wick@fema.dhs.gov>; Dyson, Robert <Robert.Dyson@fema.dhs.gov>; femamax@gmail.com
Subject: RE: Consideration

Max,

I understand, I am approving leave at the moment for your FMLA related reasons. Put your leave in the system and it will be approved. Your RA request is being processed no determination has been made at this time. I plan to further engage you in the interactive active aspect of the accommodation process when I have obtained guidance.

Please understand that we are sensitive to your concerns and request. I do not want you to be exposed in any manner or take any risk. Therefore I am encouraging you to immediately submit leave, and allow me up to 15 days to work with you and other agency offices to make an informed decision regarding the Reasonable Accommodations aspect of this matter.

If you have any questions or need additional information let me know.

Thanks for your help.

Richard "Rick" Cain
Public Assistance Group Supervisor
518-361-7810
737-230-8948
Richard.Cain@fema.dhs.gov

From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Thursday, March 5, 2020 11:44 AM
To: Cain, Richard <richard.cain@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Richardson, Derek <derek.richardson.2@fema.dhs.gov>; Wick, Timothy <Timothy.Wick@fema.dhs.gov>; Dyson, Robert <Robert.Dyson@fema.dhs.gov>; femamax@gmail.com
Subject: RE: Consideration

Richard,
I appreciate your response.
As I stated, I am concerned about potential/possible exposure to individuals sneezing and coughing at work.
I have a compromised immune system from the medical recovery issues I have and that were addressed.
With my current chronic conditions and the challenges they present, both respiratory and circulatory, I am apprehensive, especially with the unknowns associated with the new virus.
The RA request was for permission to tele-work as required for a possible period of 2-6 weeks to avoid any potential exposures.
CDC is advising seniors to avoid community based setting if possible because we are the population at risk.
I have my masks, gloves, etc. and I'm trying hard to protect myself but I just wanted to formalize an understanding that if things turn south here in Houston with the Coronavirus, I have an approved option to keep working because I really can't afford any more unpaid time off, last year was very costly to me and my family in terms of lost income.

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From: Cain, Richard <richard.cain@fema.dhs.gov>
Sent: Thursday, March 5, 2020 11:33 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>; Richardson, Derek <derek.richardson.2@fema.dhs.gov>; Wick, Timothy <Timothy.Wick@fema.dhs.gov>; Dyson, Robert <Robert.Dyson@fema.dhs.gov>
Subject: RE: Consideration

Good Morning Max,

The purpose of this email is to acknowledge your request. Your request for reasonable accommodation has been reviewed and found that it does specific your disabling condition. I am not clear about the impact on your major life activities. Therefore I will liberally approve leave for this purpose as FMLA for this reason. Additionally, I am requesting guidance from the Office of Equal Rights, Reasonable Accommodations Team. These are special times so I want to ensure every measure required of me is taken.

Currently, I will approve your FMLA related leave for this reason, and once I have guidance from the Office of Equal Rights I will respond to your request for accommodations.

I want to stress that if you are not feeling well I support you taking leave. We are not in the posture at this point of everyone staying home. We will on a case by case base give consideration to employees working from home if the nature of the work they perform can be supported by telework. Please continue to take all practical preventive measures such as washing your hands, limit physical contact and communicate any needs you have in this regard.

You have my support, please be flexible with me as I seek guidance regarding this matter. Again, if you need leave I am more than willing to approve in the interim.
I plan to respond to you regarding this matter within 15 calendar days of this email.

If you have any questions or need additional information let me know.

Thanks for your help.

Richard "Rick" Cain
Public Assistance Group Supervisor
518-361-7810
737-230-8948
Richard.Cain@fema.dhs.gov

From: Meindl, Max <max.meindl@fema.dhs.gov>
Sent: Wednesday, March 4, 2020 11:14 AM
To: Cain, Richard <richard.cain@fema.dhs.gov>
Cc: Gause, Jacqueline <jacqueline.gause@fema.dhs.gov>
Subject: Consideration

Rick,

I am concerned about exposure to sneezing and coughing here at work and was considering requesting a short term (2-6 weeks) reasonable accommodation to medical-telework while this virus makes its way through the population.

With a weakened immune system, heart issues and respiratory issues (COPD) and using inhalers, needless to say, I am way beyond concerned.

I don't want to seem like a scare monger or get on leaderships bad boy list for requesting an RA, so I don't know what to do at this time.

I am very concerned.

Please advise soonest.

When considering the escalating issue with the Corona Virus, I found this information from a CDC presentation yesterday:

Transcript for the CDC Telebriefing Update on COVID-19
Press Briefing Transcript
Tuesday, March 3, 2020

While information so far suggests that most COVID-19 illness is mild, a report out of China suggest serious illness occurs in 16% of cases.

Older people and people with underlying health conditions, like heart disease, lung disease and diabetes, for example, were about twice as likely to develop serious outcomes versus otherwise younger, healthier people.

We are particularly concerned about these people given the growing number of cases in the United States as well as those with suspected community spread.

There are a spectrum of actions that can reduce spread and impact.

These are science-based and come from our play book on mitigating disease impact.

I want to stress the personal action that individuals can take.

Each year we recommend people wash their hands, cover their cough and sneezes and stay away from people who are sick.

This is the other side of not spreading the disease, which is not catching it. Think twice before you expose yourself to someone who is showing symptoms.

This is especially important for people who are older and have underlying health conditions. For seniors, preparedness may also mean making sure you have adequate supplies of routine medications, like medication for blood pressure and diabetes. This is always part of what CDC recommends for preparedness.

If you're 65 and older and particularly if you live in areas where there's on going community spread, you need to think about what actions you can take to reduce your exposure.

From CDC Alert:
What May Happen

More cases of COVID-19 are likely to be identified in the coming days, including more cases in the United States.

It's also likely that person-to-person spread will continue to occur, including in communities in the United States.

It's likely that at some point, widespread transmission of COVID-19 in the United States will occur.

Widespread transmission of COVID-19 would translate into large numbers of people needing medical care at the same time.

Schools, childcare centers, workplaces, and other places for mass gatherings may experience more absenteeism.

Public health and healthcare systems may become overloaded, with elevated rates of hospitalizations and deaths.

Other critical infrastructure, such as law enforcement, emergency medical services, and transportation industry may also be affected. Health care providers and hospitals may be overwhelmed.

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