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| Date | Event/Communication | Details |
| Sept 21, 2018 | Filed harassment complaint (HS-FEMA-01876) | Closed without investigation (Oct 15, 2018), signaling early neglect of my concerns (MEINDL-Submission, p. 2). |
| Nov 26, 2018 | RA request (RAR001234) for episodic telework | Denied by Jamie McAllister on Dec 10, 2018, without discussion, violating interactive process (MEINDL-Submission, p. 2). |
| May 1, 2019 | Approved for FMLA due to chronic health condition | Initial 12-week approval; Jacqueline Gause noted need for RA (OUTLOOK COMMS-FMLA-V1.CSV, “FMLA Recertification”). |
| June 26, 2019 | FMLA denial by Dennis Alexander (Region 6) | Misapplied FMLA, denied intermittent leave (29 C.F.R. §825.202) (MEINDL-Submission, p. 2). |
| Oct 22, 2019 | Requested FMLA recertification; expressed concerns of being singled out | Email to Gause: “I feel as if I have been singled out for special attention” as a senior citizen (OUTLOOK COMMS-FMLA-V1.CSV). |
| Oct 30, 2019 | Sandra Cooley clarified FMLA workload policy | Stressed equal workload distribution, no reduction for FMLA, increasing burden on me (OUTLOOK COMMS-FMLA-V1.CSV). |
| Feb 27, 2020 | Attempted to file EEO complaint | Directed to FEMA’s Office of Equal Rights for counseling (OUTLOOK COMMS-FMLA-V1.CSV). |
| March 4, 2020 | Voiced retaliation concerns to HR (Region 6) | “I don’t want to seem like a scare monger or get on leadership’s bad boy list” (OUTLOOK COMMS-FMLA-V1.CSV). |
| March 12, 2020 | Requested FMLA for wife’s care; exhausted prior FMLA | Exhausted 12 weeks; not eligible until April 30, 2020, increasing financial strain (OUTLOOK COMMS-FMLA-V1.CSV). |
| March 2020–May 2023 | Exemplary remote work (38 months) | Approved by Anthony In; virtual deployments (e.g., 4611DR) (MEINDL-Submission, p. 2; 25Mar Affidavit, p. 2). |
| Sept 21, 2021 | RA request (RAR0017691) for vaccine exemption | Delayed 87 days due to misclassification (MD-110 §IV.A) (MEINDL-Submission, p. 2). |
| Oct 25, 2021 | RA request (RAR0020089) for telework | Redundant documentation demands (MD-110 §VI.C) (MEINDL-Submission, p. 2). |
| Oct 28, 2021 | RA requests (RAR0023025, RAR0023278) | Unresolved for 1,195 days (MEINDL-Submission, p. 2). |
| Jan 6, 2022 | RA request (RAR0023261) for cardiovascular needs | Ignored for 849 days (MEINDL-Submission, p. 2). |
| April 20, 2022 | Heart attack; notified Richard Cain (Region 6) | “Will be off this week… healing and recovery” (MEINDL-Submission, p. 2). |
| Aug 4, 2022 | RA request (RAR0042452) for permanent telework | Mark Underhill endorsed as “reasonable”; ignored for 886 days (MEINDL-Submission, p. 2). |
| Aug 12, 2022 | Andrew O’Donovan questioned telework approval (Region 6) | No decision recorded (MD-110 §VI.D) (MEINDL-Submission, p. 2). |
| Aug 15, 2022 | Karina Aguilo acknowledged “procedural disarray” (Region 6) | No action taken (MD-110 §III.A) (MEINDL-Submission, p. 2). |
| Aug 17, 2023 | FEMA advertised remote roles | Contradicts deployment essentiality claims; younger employees likely benefited (MEINDL-Submission, p. 2). |
| Oct 31, 2023 | Signed Conditions of Employment (COE) | Required deployment within 24-48 hours (Final Agency Denial Letter, p. 2; 25Mar Affidavit, p. 4). |
| Jan 2, 2024 | RA request (RAR0046767) for permanent telework | Submitted via ACMS, triggering 45-day window; not assigned until June 12, 2024 (163-day delay) (Final Agency Denial Letter, p. 1). |
| Jan 25, 2024 | Congratulated Traci Brasher (Region 6) | Positive response, fostering rapport (MEINDL-Response to EEO Investigator, p. 1). |
| Feb 23, 2024 | Expressed RA frustration to Brasher (Region 6) | “The RA requests never get adjudicated”; Brasher offered discussion (MEINDL-Response, p. 1). |
| May 23–29, 2024 | Anthony In proposed Houston deployment; I agreed | “I’d like to assist”; overruled in 9 minutes, told to “stand down” (MEINDL-Submission, p. 2). |
| July 8, 2024 | Requested RA update from Brasher (Region 6) | Highlighted ongoing delays (MEINDL-Response, p. 2). |
| July 8, 2024 | Hurricane Beryl caused significant storm damage to my property | A fallen oak tree destroyed my garage roof, shattered windows, and caused $15,000 in damages in Bellville, TX. |
| July 9, 2024 | Offered to deploy despite storm damage | To In: “Keep it close initially… then we can go out further”; cited “You Are Needed More Than Ever” (MEINDL-Submission, p. 2). |
| July 9–31, 2024 | No call-down from FEMA Region 6 to check on my welfare post-storm | Violated FEMA Directive 123-0-2-1, requiring employee welfare checks during emergencies. |
| July 10, 2024 | Brasher assigned RAR0046767 to Shelia Clemons (Region 6) | “Expedited processing” after 194 days; admitted FEMA “very far behind” (MEINDL-Submission, p. 2). |
| July 10, 2024 | Clemons sent unencrypted email (Region 6) | Requested documents already in ACMS (HIPAA violation, 45 CFR §164.312) (MEINDL-Submission, p. 2). |
| July 11, 2024 | Confirmed meeting with Clemons (Region 6) | Scheduled at 2:00 CDT/3:00 EST (MEINDL-Submission, p. 2). |
| July 2024 | Discussed COVID-19 testing with Brasher; premature OAST surveys (Region 6) | Surveys (MSG43362160, MSG44344021) on unresolved RA (MEINDL-Submission, p. 2). |
| Aug 5, 2024 | Anthony In denied RAR0046767 (Region 6) | Ignored 38-month remote history (Final Agency Denial Letter, p. 2). |
| Aug 15, 2024 | Jodi Hunter denied appeal (Region 6) | Dismissed virtual options without justification (Final Agency Denial Letter, p. 2). |
| Aug 16, 2024 | Anna Myers formally notified me of RA denial (Region 6) | Shaped reassignment terms, pressured admission of inability (MEINDL-Response, p. 1). |
| Aug 22, 2024 | Emailed Myers, feeling “ignored, abused, dismissed” (Region 6) | Cited 190-day delay: “This RAR sits for months and then gets turbocharged in mere days” (MEINDL-Response, p. 1). |
| Aug 26, 2024 | Agreed to discuss reassignment with Myers (Region 6) | Detailed virtual capabilities (MEINDL-Response, p. 1). |
| Sept 3, 2024 | Contacted EEO counselor; interviewed Sept 18, 2024 | Initial EEO engagement (MEINDL-Submission, p. 2). |
| Sept 5, 2024 | Reassignment search initiated | No detailed scope provided (Final Agency Denial Letter, p. 3). |
| Oct 17, 2024 | Retained Attorney Brent Smith; mediation attempted | Mediation failed due to FEMA resistance (MEINDL-Submission, p. 2). |
| Oct 30, 2024 | No reassignment positions found | Search concluded without transparency; no virtual roles considered (Simko Affidavit, p. 3, Q31). |
| Nov 26, 2024 | Final denial letter for RAR0046767 | Dismissed remote success (Final Agency Denial Letter, p. 3). |
| Dec 4, 2024 | Messaged Brasher about RA denial and job loss fears (Region 6) | She promised follow-up (Brasher Affidavit, p. 1). |
| Dec 20, 2024 | Filed EEO complaint (HS-FEMA-02430-2024) | Formal complaint lodged (MEINDL-Submission, p. 2). |
| Jan 6, 2025 | Terminated during Brasher’s tenure as Acting Regional Administrator (Region 6) | Cited “medical inability” without prior warnings (Meindel III Max J. FINAL Notice, p. 1). |
| Jan 8, 2025 | EEO complaint accepted | Investigation due by July 18, 2025 (MEINDL-Submission, p. 2). |
| Feb 14, 2025 | Submitted affidavit | Detailed emotional/professional impact (MEINDL-Response, p. 1). |

**Section 3: Key Findings & Violations**

The following table outlines FEMA Region 6’s violations, integrating evidence from all documents and affidavits, with emphasis on systemic failures and inability to accommodate older employees:

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| Violation | Evidence | | | Legal/Policy Breach | Impact |
| Failure to Engage in Interactive Process | Jamie McAllister denied RAR001234 on Dec 10, 2018, without discussion; 194-day delay for RAR0046767 (Jan 2–July 10, 2024); delays up to 1,215 days across five RAs (MEINDL-Submission, p. 2). | | | 29 C.F.R. §1630.2(o)(3); MD-110 §VI.A. | Set precedent for neglect; worsened health, prevented deployment (Chat with In, 7/9/2024). |
| Excessive Delays in RA Processing | RAR0046767 not assigned until June 12, 2024 (163-day delay); total delays up to 1,215 days (MEINDL-Submission, p. 2). Brasher admitted backlog (Chat with Brasher, 7/10/2024). | | | FEMA Instruction 256-022-01 (45 days); MD-110 §IV.D. | Disproportionately harmed older employees with health needs, causing financial strain. |
| HIPAA Violations | Unencrypted emails (July 10, 2024, Clemons) exposed COPD/CAD; prior breaches (MEINDL-Submission, p. 2). | | | HIPAA Security Rule (45 CFR §164.312); DHS Handbook 0470.1. | Compromised privacy, added stress, particularly for older employees with health concerns. |
| Misclassification of Essential Functions | Deployment claimed as essential despite 38-month remote success (03/2020–05/2023); no 50-week requirement in 2023 position description (MEINDL-Submission, p. 2). | | | 29 C.F.R. §1630.2(n)(1). | Justified RA denials, ignoring my proven remote capabilities. |
| Arbitrary Reversal of Accommodation Offers | Anthony In approved Houston deployment on May 29, 2024, then overruled in 9 minutes, told to “stand down” (MEINDL-Submission, p. 2). | | | 29 C.F.R. §1630.2(o)(3). | Demonstrates bad faith, undermining accommodations for older employees. |
| Inadequate Reassignment Efforts | Search (Sept 5–Oct 30, 2024) lacked transparency; no virtual roles considered, per Simko (Simko Affidavit, p. 3, Q31). | | | 29 C.F.R. §1630.2(o)(2)(ii); EEOC Enforcement Guidance. | Prematurely concluded options; virtual roles given to younger employees (August 17, 2023). |
| Procedural Notification Failures | No 30-day advance notice for termination (Jan 6, 2025); no prior warnings; incomplete appeal rights (Meindel III Max J. FINAL Notice, p. 3). | | | FEMA Manual 123-13-1 §1-5.A; 5 U.S.C. §7513(b)(1). | Denied due process, disproportionately affecting older employees like me. |
| Retaliatory Termination | Termination 17 days post-EEO complaint (Dec 20, 2024); “stand down” order (Perplexity Summary, p. 1). | | | 29 C.F.R. §1614.101(b); Clark County v. Breeden (532 U.S. 268). | Financial hardship, emotional distress (February 14, 2025 Affidavit); targeted older employees with EEO activity. |
| Brasher’s Negligence/Retaliation | Knew of delays (Chat with Brasher, 7/10/2024); oversaw termination without resolution (Brasher Affidavit, p. 1). | | | Potential retaliation under MD-110 §XI. | Suggests negligence or complicity in retaliatory termination, targeting older employees. |
| Age Discrimination & Inability to Accommodate Older Employees | At 74, faced scrutiny unlike younger peers; remote job ads (August 17, 2023) suggest younger employees received telework; felt “singled out” as a senior citizen (OUTLOOK COMMS-FMLA-V1.CSV, Oct 22, 2019). | | | ADEA (29 U.S.C. §623); Smith v. City of Jackson (544 U.S. 228). | Reflects Region 6’s pattern of marginalizing older employees, denying accommodations. |
| FMLA Misapplication | Denied intermittent leave (June 26, 2019); exhausted FMLA not renewed timely (OUTLOOK COMMS-FMLA-V1.CSV). | | | 29 C.F.R. §825.202. | Increased financial strain, limited health management options for older employees. |
| Failure to Conduct Call-Down Post-Storm | No contact after Hurricane Beryl (July 9–31, 2024) despite $15,000 in damages to my property (e.g., garage roof, windows). | | | FEMA Directive 123-0-2-1 (safety and welfare checks). | Increased stress, neglected older employee well-being during a crisis. |
| Witness | Claim | | Evidence Contradicting Claim | | |
| Anna Myers | Expressed only “unhappiness” (p. 3, Q16-17). | | August 22, 2024 email: “ignored, abused, dismissed” (MEINDL-Response, p. 1). | | |
|  | Disability barred essential functions (p. 3, Q5). | | 38-month remote success; agreed to deploy May 23, July 9, 2024, despite storm damages (MEINDL-Submission, p. 2). | | |
|  | Limited to reassignment role (p. 3, Q2). | | Notified denial, shaped reassignment terms (Final Agency Denial Letter, p. 1). | | |
| Donald J. Simko | Refused to travel (p. 7, Q41-43). | | Agreed to deploy May 23, July 9, 2024, despite storm damages; 38-month remote success (MEINDL-Submission, p. 2). | | |
|  | No denial knowledge (p. 6, Q2-5). | | Leadership role; aware of reassignment (Simko Affidavit, p. 3, Q31). | | |
|  | Declined transfer (p. 7, Q38-44). | | No offer documented; agreed to reassignment August 22, 2024 (MEINDL-Response, p. 1). | | |
| Shelia R. Clemons | Denied due to deployment requirements (p. 3, Q2). | | 38-month remote success; agreed to deploy May 23, July 9, 2024, despite storm damages (MEINDL-Submission, p. 2). | | |
|  | No fault in 194-day delay (p. 3, Q2). | | Violated 45-day policy; sent unencrypted emails (MEINDL-Submission, p. 2). | | |
|  | No direct denial discussion (p. 3, Q3-4). | | Met July 11, 2024; no appeal email sent (MEINDL-Response, p. 2). | | |
| Traci L. Brasher | RA sought due to prior virtual role (p. 2, Q11). | | Medically necessary (COPD/CAD); agreed to deploy May 23, July 9, 2024, despite storm damages (MEINDL-Submission, p. 2). | | |
|  | Acted promptly in July 2024 (p. 3, Q2). | | Aware since January 25, 2024; 194-day delay persisted (MEINDL-Response, p. 2). | | |
|  | No termination knowledge (p. 3, Q1). | | Engaged on December 4, 2024; Acting Regional Administrator during termination (Brasher Affidavit, p. 1). | | |
| Jodi Hunter | Refused to physically deploy (p. 3, Q3). | | Agreed to deploy May 23, July 9, 2024, despite storm damages; 38-month remote success (MEINDL-Submission, p. 2). | | |
|  | No RA history knowledge (p. 4, Q28). | | Oversaw In’s actions and appeal as second-line supervisor (25Mar Affidavit, p. 2). | | |
|  | No discrimination (p. 4, Q47). | | Marginalization compared to younger, non-disabled peers, reflecting Region 6’s bias (MEINDL-Submission, p. 2). | | |
| Person/Role | | Question | | | |
| Shelia Clemons (RA Specialist, Region 6) | | Why did RAR0046767 take 194 days to initiate, and how did this delay disproportionately impact older employees like me? | | | |
| Traci Brasher (Acting Regional Administrator, Region 6) | | What actions did you take post-July 10, 2024, to resolve my RA, and why was no call-down conducted post-Hurricane Beryl despite my storm damages and willingness to deploy, neglecting older employees’ welfare? | | | |
| Mark Underhill (Supervisor, Region 6) | | Why was your 2022 RA endorsement ignored by Mission Support, and how does this reflect Region 6’s treatment of older employees? | | | |
| Anthony In (Supervisor, Region 6) | | Why did your August 5, 2024 denial ignore my 38-month remote deployment success and willingness to deploy despite storm damages, and how does this align with Region 6’s accommodation of younger employees? | | | |
| Jodi Hunter (Supervisor, Region 6) | | Why did your August 15, 2024 denial dismiss virtual options, and were you instructed to “stand down” on accommodating older employees like me? | | | |
| Karina Aguilo (Mission Support, Region 6) | | What steps followed your 2022 “procedural disarray” acknowledgment, and how did Region 6 address systemic issues affecting older employees? | | | |
| Anna Myers (EEO Specialist, Region 6) | | Why did you shape reassignment terms to pressure an admission of inability, and how did this contribute to Region 6’s failure to accommodate older employees? | | | |
| Donald J. Simko (Branch Chief, Region 6) | | Why did FEMA Region 6 fail to explore virtual opportunities during reassignment, particularly for older employees, and what role did the “stand down” order play? | | | |
| Darla Dickerson (Witness, Region 6) | | What observations can you provide about my isolation and FEMA Region 6’s handling of RA requests for older employees? | | | |
| Jamie McAllister (Supervisor, Region 6) | | Why did you deny my first RA request (RAR001234) on December 10, 2018, without any discussion, and how did this set a precedent for Region 6’s systemic failures? | | | |
| Russel Towndrow (Public Assistance Group Supervisor, Region 6) | | Can you confirm the extent to which employees received opportunities that I was denied, and how this reflects Region 6’s treatment of older employees? | | | |
| FEMA Region 6 Management (e.g., OCRD) | | Why was no call-down conducted post-Hurricane Beryl, and how does Region 6’s accommodation of younger employees with remote roles contrast with its treatment of older employees like me? | | | |