

# Reasonable Accommodation for Disabled Vet with Posterior Fossa Mass Lesion

[REDACTED]

Thu 10/19/2017 1:12 PM

To: Secretary Carson <Secretary.Carson@hud.gov>; DocBen <DocBen@hud.gov>;

Bcc: [REDACTED]

Dear Secretary Carson:

**I ask for your help in obtaining a reasonable accommodation for [REDACTED], who suffers from a brain tumor (posterior fossa mass lesion).** [REDACTED] a disabled veteran, is a financial operations analyst in HUD's Headquarters Office of Housing. He has earned outstanding evaluations (the highest level) each of the five years that he has been employed by HUD, in spite of his brain tumor. The tumor causes [REDACTED] to suffer migraines, imbalance, anxiety, and depression. [REDACTED] has been treated by your colleagues at Johns Hopkins.

[REDACTED] asked to be allowed to telework full time from his home in [REDACTED], as a reasonable accommodation that would not cost HUD any money. All of his work can be done remotely [REDACTED] needs to live in [REDACTED] to be near support from his family. [REDACTED]'s supervisor initially approved his telework request, but higher managers in Housing subsequently retracted the approval and denied [REDACTED]'s request for full-time telework. Consequently, [REDACTED] is permitted to telework only two days a week and is forced to use leave three days a week.

The Union would not like the Department to be embarrassed by denying a no-cost reasonable accommodation to a veteran with a service-connected disability. For this reason, I ask you to approve the following requests for a reasonable accommodation for [REDACTED]:

1. Approve [REDACTED]'s request to telework full time from his home in [REDACTED], as a reasonable accommodation.
2. Restore all leave taken by [REDACTED] since [REDACTED], that was used in lieu of teleworking.
3. Order the payment of any back pay for any leave without pay that [REDACTED] has been required to take since [REDACTED].

Thank you, on behalf of [REDACTED], for your consideration and prompt action.

Sincerely,

[REDACTED]

Steward

AFGE Local 476 and Council 222