



Tavon Elsezy-Young -DHS- Baltimore City <tavon.elsezy-young@maryland.gov>

liberal leave till 10:30am

5 messages

Honson Luma -DHS- Baltimore City <honson.luma@maryland.gov>
 To: Tavon Elsezy-Young -DHS- Baltimore City <tavon.elsezy-young@maryland.gov>
 Cc: Angela Wilson -DHR- Baltimore City <angela.wilson@maryland.gov>

Mon, Dec 16, 2019 at 7:32 AM

Good Morning,
 I'm taking the liberal leave till 10:30am.

Thank you,

--

Honson Luma, MPA
 Family Investment Specialist II
 Maryland Department of Human Resources
 Baltimore City Social Services
 Email: honson.luma@maryland.gov
 Office: 443-473-4886
 Mobile: 443-763-0415
 Portfolio: www.honsonluma.com

~~~~~  
 Click [here](#) to complete a short customer satisfaction survey.  
 ~~~~~

ATTENTION: This e-mail (including any attachment) may contain proprietary, legally privileged and/or confidential information. This e-mail is intended solely for the use of the person(s) to which it is addressed. If you are not an intended recipient, or the employee or agent responsible for delivery of this e-mail to the intended recipient(s), you are hereby notified that any dissemination, distribution or copying of this e-mail is strictly prohibited. If you have received this message in error, please immediately notify the sender and permanently delete this e-mail and any copies.

Tavon Elsezy-Young -DHS- Baltimore City <tavon.elsezy-young@maryland.gov>

Mon, Dec 16, 2019 at 9:12 AM

To: Honson Luma -DHS- Baltimore City <honson.luma@maryland.gov>
 Cc: LaNae Stafford -DHS- Baltimore City <lanae.stafford@maryland.gov>, NAnige -DHR- Baltimore City <nkemjika.anige@maryland.gov>, NKarikar -DHR- Baltimore City <nana.karikari@maryland.gov>

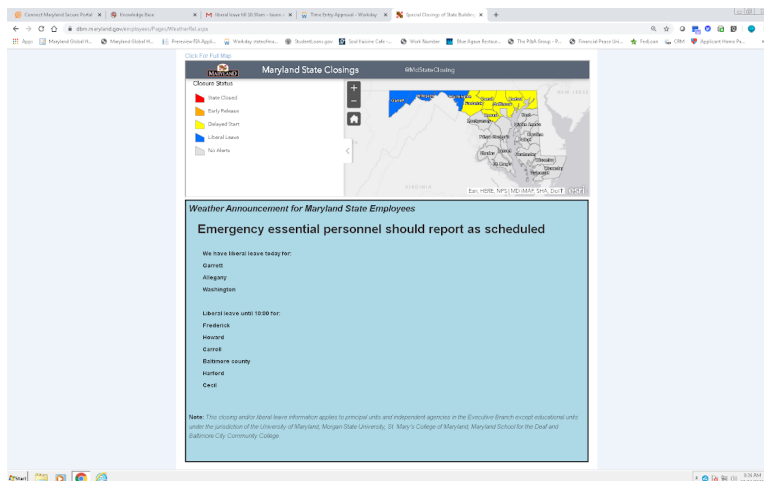
Good morning Mr. Luma,

Please be advised that liberal leave has not been enacted for Baltimore City from the governor's office (see screenshot below). Additionally, I recall that you are currently without any usable leave therefore you are ineligible for any liberal call-outs consequently you are required to report to your designated work location on-time unless the absence is under other specific specialty circumstances. Lastly, it is important to understand the distinctions regarding liberal leave in association to where we may live verses where we work. Keep in mind that liberal leave is only for the hours also declared by the governor, following that time frame state offices re-enter into normal leave policies and processes.

Although, I recognize that you have provided me with notification of absence/late arrival 30 minutes prior to your shifts start time however the leave policy has been violated as of: 1) No valid usable leave and; 2) Lack of emergency delay notification for Baltimore City from the governor's office. Receive this communication as a verbal written warning to adhere to the standard leave policy guidelines. Additionally, refer to the Intake's unit meeting agenda dated Nov. 26, 2019 under subject Leave Policy reminders which indicates that, **"We cannot request/take leave you do not have"** Attached you may review the DHS employee handbook.

If you have any questions or concerns regarding this matter please come and meet with me.

Regards,



Tavon Elsezy-Young

12/16/2019

Maryland.gov Mail - liberal leave till 10:30am



Intake Supervisor
Penn-North District
2500 Pennsylvania Avenue
Baltimore, MD. 21217
443.423.7622
443.423.7603 (fax)

New! Click on [myDHR](#) to apply for benefits and services online, monitor the status of your cases, update important account information, and more.

[Quoted text hidden]

 **EMPLOYEE-HANDBOOK-Revised-2-20-2018.pdf**
327K

Honson Luma -DHS- Baltimore City <honson.luma@maryland.gov>
To: tavon.elsezy-young@maryland.gov

Mon, Dec 16, 2019 at 9:27 AM

Your message

To: Honson Luma -DHS- Baltimore City
Subject: Re: liberal leave till 10:30am
Sent: 12/16/19, 9:12:02 AM EST

was read on 12/16/19, 9:27:49 AM EST

--
~~~~~  
Click \*here  
<<http://www.doit.state.md.us/selectsurvey/TakeSurvey.aspx?agencycode=DHR&SurveyID=86M2956>>\*  
[Quoted text hidden]

---

**NAnige -DHS- Baltimore City** <nkemjika.anige@maryland.gov>  
To: tavon.elsezy-young@maryland.gov

Mon, Dec 16, 2019 at 9:29 AM

Your message

To: NAnige -DHS- Baltimore City  
Subject: Re: liberal leave till 10:30am  
Sent: 12/16/19, 9:12:02 AM EST

was read on 12/16/19, 9:29:41 AM EST

--  
~~~~~  
Click *here
<<http://www.doit.state.md.us/selectsurvey/TakeSurvey.aspx?agencycode=DHR&SurveyID=86M2956>>*
[Quoted text hidden]

LaNae Stafford -DHS- Baltimore City <lanae.stafford@maryland.gov>
To: tavon.elsezy-young@maryland.gov

Mon, Dec 16, 2019 at 2:51 PM

Your message

To: LaNae Stafford -DHS- Baltimore City
Subject: Re: liberal leave till 10:30am
Sent: 12/16/19, 9:12:02 AM EST

was read on 12/16/19, 2:51:14 PM EST

--
~~~~~  
Click \*here  
<<http://www.doit.state.md.us/selectsurvey/TakeSurvey.aspx?agencycode=DHR&SurveyID=86M2956>>\*  
[Quoted text hidden]