

Subject: Re: Return to work,
From: Richard Mann <mannr@uwaterloo.ca>
Date: 6/27/23, 15:33
To: Karen Parkinson <kparkinson@uwaterloo.ca>
CC: Raouf Boutaba <rboutaba@uwaterloo.ca>, Roydon Fraser <rafraser@uwaterloo.ca>, Karen Parkinson <kparkinson@uwaterloo.ca>, Rochelle Davies <r2davies@uwaterloo.ca>, Mark Giesbrecht <mwg@uwaterloo.ca>, Chelsey Heystee <cheystee@uwaterloo.ca>

June 27, 2023

To: Karen Parkinson,
CC: Chelsey Heystee (HR)
CC: Mark Giesbrecht Dean of Math
CC: Raouf Boutaba, Director CS
CC: Roydon Fraser, FAUW

Dear Karen Parkinson,

On June 22, 2023 you wrote: "I will contact your Dean to advise of the request for accommodations and get back to you,"

On June 23, 2023 you wrote: "Please also note that any internal conversations between Occupational Health and UW stakeholders to consult on matters are not something we share with employees. Your employer has a right under the Ontario Human Rights Code to consult with experts when required when reviewing an accommodation request."

Can you please confirm that you have advised the Dean on my return to work? I am NOT asking to know the what the "advice" was. However, I simply want to be assured that someone from Occupational Health advised the Dean on the basis of the medical reports that were provided to Occupational Health over the past few months.

I cannot be expected to interact with anyone, including the Dean, until this question has been answered.

Sincerely,
Richard Mann

From: Chelsey Heystee <cheystee@uwaterloo.ca>
Sent: Tuesday, June 27, 2023 11:00 AM
To: Richard Mann; Mark Giesbrecht
Cc: Raouf Boutaba; Roydon Fraser; Karen Parkinson; Rochelle Davies
Subject: RE: Return to work,

Dear Richard,

Karen Parkinson has communicated that the University of Waterloo return to work and accommodation process dictates that the establishment of a return-to-work plan as well as any ongoing accommodations need to be established prior to the return to work of any employee. You currently have an accommodation plan in place which details how the University of Waterloo can accommodate the restrictions and limitations which were detailed by your medical professional in the Fall of 2022, the accommodation plan is attached for your reference. The Faculty will establish in advance of your return to work on July 25, 2023, what your teaching, research and service duties will be in your position as a fulltime regular faculty member in the coming fiscal year and update the accommodation plan accordingly with those details.

If you have experienced any changes to your restrictions and limitations since the last medical

was provided, please consult with your medical professional to provide the updated documentation to Occupational Health, occupationalhealth@uwaterloo.ca, in Karen's absence if you acquire the documentation prior to her return on July 5th.

The Dean will be in touch in the coming days with the details of your duties for the coming fiscal year.

Kind Regards,

Chelsey Heystee, CHRL (She/Her) | Human Resources Partner
Human Resources | 200 University Avenue West | Waterloo, Ontario | N2L 3G1
519.888.4567 ext. 40781
<https://uwaterloo.ca/human-resources/>

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is co-ordinated within our Office of Indigenous Relations.

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-----Original Message-----

From: Richard Mann <mannr@uwaterloo.ca>
Sent: Monday, June 26, 2023 1:07 PM
To: Mark Giesbrecht <mwg@uwaterloo.ca>
Cc: Raouf Boutaba <rboutaba@uwaterloo.ca>; Roydon Fraser <rafraser@uwaterloo.ca>; Karen Parkinson <kparkinson@uwaterloo.ca>; Chelsey Heystee <cheystee@uwaterloo.ca>
Subject: Re: Return to work,

Date: June 26, 2023

To: Dean of Math, Mark Giesbrecht,
CC: Director Computer Science,
CC: Roydon Fraser, FAUW
CC: Karen Parkinson, Occupational Health
CC: Chelsey Heystee, HR
CC:

Dear Professor Giesbrecht,

I intend to return to work at the end of my short term leave period, on July 25, 2023.

I expect there to be further discussion with my you, my employer, about assigned duties and teaching loads and possible discussion with FAUW. In order to enable my recovery I request that all discussion wait until I return to work.

Sincerely,
Richard Mann

PS: On June 21, 2023 I sent this information to Karen Parkinson, along with my most recent Doctor's note. I do not know if she has communicated with the rest of you, and unfortunately Karen Parkinson is now on vacation this week.