

**Re: Return to work,**

Mark Giesbrecht

Fri 6/30/2023 4:08 PM

To: Richard Mann &lt;mannr@uwaterloo.ca&gt;

Cc: Raouf Boutaba &lt;rboutaba@uwaterloo.ca&gt;; Roydon Fraser &lt;rafraser@uwaterloo.ca&gt;; Karen Parkinson &lt;kparkinson@uwaterloo.ca&gt;; Rochelle Davies &lt;r2davies@uwaterloo.ca&gt;; Chelsey Heystee &lt;cheystee@uwaterloo.ca&gt;

 1 attachments (591 KB)

2023-06-30 Updated Accommodation Plan.pdf;

Dear Professor Mann,

As described by Chelsey Heystee in her email below, the University of Waterloo establishes a return-to-work plan and ongoing accommodation needs prior to return to work of any employee. The attached latter provides an update to the Accommodation Plan effective July 25, 2023. The revised plan includes all of the ongoing accommodations from your existing 2022 Accommodation Plan as well as revised dates and details related to the one-time accommodations that are designed to facilitate your transition to full-time employment.

Yours truly,

Mark Giesbrecht

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Dr. Mark GiesbrechtDean, Faculty of Mathematics. Professor, David R. Cheriton School of Computer Science  
University of Waterloo, Canada. Email: [mwg@uwaterloo.ca](mailto:mwg@uwaterloo.ca) URL: <https://cs.uwaterloo.ca/~mwg>

On Jun 27, 2023, at 11:00 AM, Chelsey Heystee <cheystee@uwaterloo.ca> wrote:

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.