

Re: return to work

Mark Giesbrecht

Thu 7/27/2023 4:53 PM

To: Richard Mann <mannr@uwaterloo.ca>

Cc: Karen Parkinson <kparkinson@uwaterloo.ca>; Chelsey Heystee <cheystee@uwaterloo.ca>; CS Director <cs-direc@uwaterloo.ca>

Dear Professor Mann

I have carefully considered your request as it regards the upcoming meeting. We can, as you suggest, divide this into two meetings:

1. Meeting to discuss the restrictions, limitations and barriers associated with your return to work; and
2. A return to work meeting with the School Director to review the details associated with the Accommodation Plan dated June 30, 2023

The first meeting would include the two of us, plus Ed Vrscay, Karen Parkinson, and Chelsey Heystee from HR. The purpose of the meeting would be to ensure that we have a clear understanding of any restrictions, limitations and barriers associated with your ability to return as a full-time employee. We can ensure that Occupational Health has received the most up to date medical information from your health care provider. We will not be discussing any details of any underlying medical conditions, as I have no expertise in evaluating it, and look to the separate assessment of Karen Parkinson's office in this regard. Our main purpose in the meeting is to ensure that the restrictions, limitations and barriers are clearly understood and are supported by medical documentation. Our HR partner will be present to advise me of any factors that relate to employment law. As you have suggested, it is not necessary for the School Director to be present at this meeting. This meeting will be scheduled as soon as possible by Christina, noting that Karen Parkinson has been on holidays over recent weeks.

The second meeting will be a meeting between you, your School Director, and me if necessary. The purpose will be to review the performance expectations and accommodation measures outlined in the Accommodation Plan dated June 30, and for the two of you to agree upon a communication strategy as it relates to future issues that may arise. That meeting will be scheduled by the School as soon as possible following the first meeting.

Finally, and as noted in my previous email, the updated Accommodation Plan dated June 30, 2023 is/will be in effect from your return to work, including the assigned teaching in Fall 2023.

Yours truly,

Mark Giesbrecht

Dr. Mark Giesbrecht

Dean, Faculty of Mathematics. Professor, David R. Cheriton School of Computer Science

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On Jul 19, 2023, at 1:30 AM, Richard Mann <mannr@uwaterloo.ca> wrote:

Dear Dean Giesbrecht:

Thank you very much for your e-mail of Monday, July 17 in which you expressed your willingness and ability to meet with me during the week of August 7. I appreciate your efforts greatly and look forward to working with you and others.

In response to your concerns and comments about Ed Vrscay being present at the meeting(s), let it be understood that in any of these meetings, the direct communication will be with me. Ed will be present as a "single support person" only, and not as a counsel or agent.

That being said, Dean Giesbrecht, I must still insist on having a first meeting ONLY with you (Dean) and Karen Parkinson for the purpose of discussing HEALTH-RELATED matters. In such a meeting, I intend to make reference to the medical documents provided by my healthcare providers (MD and clinical psychologist) and to discuss these matters with you and Ms. Parkinson. I am also hoping that we can have a very frank and open discussion about these matters. I trust that you will agree that this information is highly confidential and cannot, in any way, be shared with others, e.g., people from HR.

Now you might reply that it can be easily arranged that people who are not privy to this medical information be absent for this part of the meeting, and then join us later when these matters have been discussed. I find this unacceptable, Dean Giesbrecht. It is as if my mental health is allocated one spot in a list of agenda items - once it is discussed, we move on to the next item, i.e., workplace accommodation. When I think of such a situation, which implies pressure to "get things over with" in order to move to the next "item", I immediately become stressed and agitated. How do you think I would feel and perform during the meeting? I would certainly find the idea of having the "others" not present and waiting to join the meeting as threatening to my mental health. As such, I cannot be expected to participate in such a "hybrid" meeting. If you would like me to provide a letter to this effect from my medical doctor, please let me know.

That being said, Dean Giesbrecht, I understand the need for a SECOND meeting in which you and others, e.g., my unit head and HR will be present for the purpose of coming up with a workplace accommodation plan. I do

not think, however, that such a second meeting should be rushed, i.e., that it take place on the day after our first meeting. I anticipate that some time for reflection and constructive feedback will be necessary after our first meeting. Once again, if you would like a letter from my medical doctor, please let me know.

One final point - I notice that the meeting times being proposed by Christina McDougall are only 30 minutes in length. I do not think that this is sufficient time for our first meeting dedicated to my health issues.

Yours sincerely

Richard Mann