

Dr. Mark Giesbrecht  
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July 10, 2023

Re: Letter of July 5, 2023

Dear Professor Mann,

In your letter of July 5, 2023 you asked a number of questions related to your Accommodation Plan. I will attempt to answer those questions:

- 1) You asked whether my letter of June 30<sup>th</sup> took into account information received by Occupational Health on March 2, 2023, May 1, 2023 and June 21, 2023. I can confirm that my letter of June 30<sup>th</sup> was based on information received from Occupational Health on June 26<sup>th</sup>, and I confirmed that was based on your June 21<sup>st</sup> submission. You also ask about procedures. Occupational Health reviews the medical information and provides a recommendation to management. That is what happened in this case; the recommendation from Occupational Health was that the updated medical did not provide new information beyond what we had discussed in October 2022, and that management should review the Accommodation Plan with new dates.
- 2) You ask about the letter referred to in my message. This does indeed refer to the letter dated October 24, 2022. As I mentioned above, the recommendation from Occupational Health was that the new medical did not provide additional restrictions beyond those that were considered in October. To that end, the Accommodation Plan remains unchanged except for the new dates in the Transition part of the Plan.
- 3) There was a meeting on November 14<sup>th</sup> to review the Accommodation Plan that was developed including Human Resources and your FAUW representative. Karen Parkinson was not part of that meeting, as you noted. I have confirmed Karen's willingness to have such a meeting, and I will have my office organize a meeting. I know that you have requested that such discussions wait until after July 25, 2023. However, as Chelsey Heystee indicated to you in her email of June 26<sup>th</sup>, the University 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. Therefore, I will be requesting such a meeting be organized as soon as possible.

If there are remaining questions that are not addressed by this response, we should be able to address them at our upcoming meeting.

Yours truly,

A handwritten signature in blue ink, appearing to read 'Mark Giesbrecht', with a large, stylized flourish at the end.

Mark Giesbrecht  
Professor and Dean  
Faculty of Mathematics