

**Subject:** Re: Additional Documentation Required - Due April 11, 2022

**From:** Richard Mann <mannr@uwaterloo.ca>

**Date:** 4/6/22, 02:24

**To:** Chelsey Heystee <cheystee@uwaterloo.ca>

**CC:** Karen Parkinson <kparkinson@uwaterloo.ca>, Roydon Fraser <rafraser@uwaterloo.ca>, Vice Pres Academic Provost <provost@uwaterloo.ca>, Mark Giesbrecht <mwg@uwaterloo.ca>

April 5, 2022

To: Chelsey Heystee (occupational health)  
CC: Karen Parkinson (occupational health)  
CC: Roydon Fraser (FAUW representative)  
CC: James Rush (Provost)  
CC: Mark Geisbrecht (employer)

Dear Chelsey Heystee,

Context:

It appears that Karen Parkinson has passed my file to you.

1. In previous correspondence Karen Parkinson demanded Monthly updates, and following this, Karen tried to pass to me to the third party insurer, neither of which I consented to.

On Feb 2, 2022 I received a letter from my Doctor indicating the unnecessary stress Karen's demands have caused, and how it has worsened my medical condition

(I have included this correspondence #1 for your reference below.)

(I have also attached the Doctors note of Feb 2, 2022)

2. I intend to return to work on May 8, 2022. I am currently getting a Doctor's note for my return to work. I informed Karen Parkinson of this on April 4, 2022.

(see correspondence #2)

I am writing to ask that Occupational Health respect my Doctor's wishes and not place arbitrary regulations or deadlines on my continued leave or on my return to work.

Finally, please note that I never consented to deal with a third party operator, and will be continuing my correspondence with Occupational Health, within the University of Waterloo.

Sincerely,  
Richard Mann

Encl: correspondence with Karen Parkinson  
Correspondence #1, including Doctors note of Feb 2, 2022.  
Correspondence #2, indicating my intent to return to work on May 8, 2022.

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Correspondence #1, previous discussion with Karen Parkinson, including my Doctors note of Feb 2, 2022

Mon Mar 7, 2022

To:

Karen Parkinson, RN, COHN(C) She/Her  
Manager, Occupational Health

Occupational Health

Phone: (519) 888-4567 ext 40538| Confidential Fax: (519) 888-4377

CC: Mark Geisbrecht, PhD, Professor, Dean of Math, Employer

CC: Lori Curtis, PhD, Professor, President FAUW

CC: Roydon Fraser, PhD, Professor, Representative FAUW

CC: James Rush, PhD, Professor, Provost

Re: referral for sick leave R.M.

Dear Karen Parkinson

Please find attached my Doctor's note, of Feb 2, 2022. I quote it here for your reference,

This is a letter of support for my patient Richard, following up on my care of Richard, see Nov 10, 2021 sick leave letter.

A return to work letter has been requested by your institution. Please note, this return has been impeded by your demand for frequent monitoring by myself. Richard is currently proceeding well. He will be returning to the PREVIOUS reduced work load prior to his most recent sick leave in 2021. This reduced work load has been in effect since 2016 and is required to continue for medical reasons until further notice.

In particular the letter identifies the stress induced by your handling of my file.

I wrote in a previous letter that you, as an RN are responsible for the health and well being of your employees. I urge you to follow my Doctors' request and do not add extra stress to my situation and handle my leave with integrity and respect within the University Institution

I will not be dealing with third party (insurers or otherwise) related to my medical condition.

Sincerely,

Richard Mann  
Waterloo ON

Attached: Doctor's note

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Correspondence #2, indicating my intent to return to work on May 8, 2022.

April 4, 2022

Dear Karen Parkinson,

Please do not write me again imposing arbitrary deadlines. I have now repeated asked you to not to bother me, and referred you to my previous Doctor's note indicating the impact the stress has been having on my medical conditions.

I will get you a return to work letter, but only on my own time schedule, not yours.

Sincerely,  
Richard Mann  
Waterloo ON

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On 4/4/22 16:37, Karen Parkinson wrote:

Hello Richard,  
I am following up on your email below, we still have not received our requested medical update.  
Kindly provide the requested information by **Monday April 11<sup>th</sup>, 2022**.  
Thank you,  
Karen

Stay safe,

Karen Parkinson, RN, COHN(C) She/Her  
Manager, Occupational Health  
Occupational Health, COM 115  
Phone: (519) 888-4567 ext 40538|Confidential Fax: (519) 888-4377  
[occupationalhealth@uwaterloo.ca](mailto:occupationalhealth@uwaterloo.ca)



Employee & Family Assistance Program (EFAP) 1-800-663-1142 [Homeweb.ca](http://Homeweb.ca)

**Do you have COVID symptoms, or have been exposed to COVID? Take this self assessment**  
<https://covid-19.ontario.ca/self-assessment/>

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**From:** Richard Mann <[mannr@uwaterloo.ca](mailto:mannr@uwaterloo.ca)>  
**Sent:** Friday, March 11, 2022 1:34 PM  
**To:** Karen Parkinson <[kparkinson@uwaterloo.ca](mailto:kparkinson@uwaterloo.ca)>  
**Subject:** Re: referral for sick leave R.M.

Friday Mar 11 2022

I will be seeing my doctor ASAP and requesting that I not be moved on to a third party provider. I called my doctor last night and could not get through. I will continue to do so until I can get an appointment.

Your unreasonable requests have increased my stress and my previous doctors note indicates this.

I do not consent to being passed to a third party provider.

If you do so you are contributing to my ongoing stress.

Sincerely,  
Richard Mann  
Waterloo ON

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On 4/5/22 15:47, Chelsey Heystee wrote:

Dear Richard,

We still have not received the requested medical form to support ongoing sick leave. You are expected to provide the attached, as well, the documents that were requested by Occupational Health back on March 7, 2022, to the Occupational Health team **by 4:30 pm on April 11, 2022. Failure to provide this completed form will result in the suspension of your sick leave benefits.**

I have attached the following:

- 1) UW Employee Guide (for your Information)
- 2) HR Letter
- 3) Attending Physician Form- Please take this to your Physician to complete and forward to


Lifeworks by April 11, 2022

Should you have any questions, please let me know.

Sincerely,

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



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From: Karen Parkinson <[kparkinson@uwaterloo.ca](mailto:kparkinson@uwaterloo.ca)>  
Sent: Monday, March 07, 2022 3:43 PM  
To: Richard Mann <[mannr@uwaterloo.ca](mailto:mannr@uwaterloo.ca)>  
Cc: Nellie Gomes <[ngomes@uwaterloo.ca](mailto:ngomes@uwaterloo.ca)>  
Subject: referral for sick leave R.M.

Hello Richard,

We still have not received the requested medical form to support ongoing sick leave.

I am attaching the forms you will require for the referral to our Third-Party Early Referral Provider, Lifeworks (formerly Morneau Shepell), in order to assist us in managing your sick leave benefits.

I have attached 4 forms:

- 1) Consent form- please sign and return to me within 2 business days
- 2) Letter from HR (for your information)
- 3) Employee Guide (for your Information)
- 4) Attending Physician Form- Please take this to your Physician to complete and forward to Lifeworks within 2 weeks.

Should you have any questions, please let me know.

Stay safe,

— Attachments:

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attachment.pdf

2.3 KB