

Subject: RE: Additional Documentation Required - Due April 11, 2022
From: Chelsey Heystee <cheystee@uwaterloo.ca>
Date: 4/8/22, 14:58
To: Richard Mann <mannr@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>

Dear Richard,

I'm emailing in response to the two emails I received from you on April 6th the first received at 2:25am and the second received at 9:55am.

You have stated that you have scheduled an appointment with your medical provider on Monday April 11th. To allow you time to have the medical documentation completed the deadline has been extended to April 12, 2022, at 4:30pm. Please send the documentation to the Occupational Health team.

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: Richard Mann <mannr@uwaterloo.ca>
Sent: Friday, April 8, 2022 1:52 AM
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>
Subject: Re: Additional Documentation Required - Due April 11, 2022

April 8, 2022

Dear Chelsey Heystee,

Would you please confirm receipt of my Email (below).

In particular, I have requested that medical leave benefits continue, and that I not be sent to a third party provider. As Karen Parkinson will tell you I have not consented to any changes related to my medical leave.

Sincerely,
Richard

On 4/6/22 09:54, Richard Mann wrote:

April 6, 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,

I have made a Doctor's appointment for Monday April 11, 2022.
I am writing to request that no changes to my medical leave be made before then.

As I said earlier I intend to return to employment on May 8, 2022.

Sincerely,
Richard Mann

On 4/6/22 02:24, Richard Mann wrote:

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.

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

2022 Mon Mar 7,

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

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

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 11th, 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



Employee & Family Assistance Program (EFAP) 1-800-663-1142
Homeweb.ca

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

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 centralized within the Office of Indigenous Relations

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From: Richard Mann <mannr@uwaterloo.ca>
Sent: Friday, March 11, 2022 1:34 PM
To: Karen Parkinson <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

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
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From: Karen Parkinson <kparkinson@uwaterloo.ca>
Sent: Monday, March 07, 2022 3:43 PM
To: Richard Mann <mannr@uwaterloo.ca>
Cc: Nellie Gomes <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,