

Subject: Re: F22 and W23 teaching schedule

From: Richard Mann <mannr@uwaterloo.ca>

Date: 4/11/22, 17:38

To: CS Director <cs-director@uwaterloo.ca>

CC: Mark Giesbrecht <mwg@uwaterloo.ca>, Roydon Fraser <rafraser@uwaterloo.ca>, Vice Pres Academic Provost <provost@uwaterloo.ca>, Chelsey Heystee <cheystee@uwaterloo.ca>

April 11, 2022

Dear Raouf (CS Director)

CC: Mark Geisbrecht (Dean, Employer)

CC: Roydon Fraser (FAUW)

CC: James Rush, Vice Pres Academic Provost

CC: Karen Parkinson (Occupational Health)

CC: Chelsey Heystee (Human Resources)

Please find attached my Medical note,

I ask that you take into account my medical accommodations before assigning duties. In particular, I do not expect any changes to my teaching duties from before my medical leave.

I will discuss these matters further with appropriate persons before proceeding.

Richard Mann

Attached: Doctor's note

Dr. Laura Andersen
Andrew Street Family Health Centre
16 Andrew Street
Kitchener, ON N2H 5R2
ph 519-804-9234
fax 519-804-2604

Apr 11, 2022

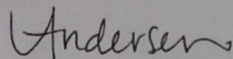
To Whom It May Concern:

Re: Richard Mann Apr 10, 1964 Age: 58 yr

Richard feels well enough to return to work from his medical leave as of May 8th, 2022. He is able to return to his 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.

Richard expresses that he has been exposed to a toxic work environment that has impacted him greatly; to continue to support his return to work plan, he may require further work accommodations to avoid bullying or harassment from colleagues as this exacerbates his mental health conditions significantly.

Sincerely,



Dr. Laura Andersen, MBBS, CCFP

On 4/11/22 16:20, CS Director wrote:

Dear Richard,

I hope all is well.

I understand from your website that you are planning to return from your medical leave on May 8. In accordance with your accommodation agreement, I would like to provide you with your teaching assignments for the upcoming Fall and Winter terms as follows:

Fall 2022: 2 sections of CS 251

Winter 2023: At your choice 1 or 2 sections of CS 251

You do not need to respond until after you return to work.

Best
Raouf