

**Re: New accommodation plan**

Richard Mann <mannr@uwaterloo.ca>

Sat 11/19/2022 1:43 PM

To: Mark Giesbrecht <mwg@uwaterloo.ca>

Cc: Chelsey Heystee <cheystee@uwaterloo.ca>; Karen Parkinson <kparkinson@uwaterloo.ca>

Dear Mark will you please acknowledge that:

1. document was signed under threat of cessation of pay by the Provost,
2. I signed a modified document before returning it to you.

Sincerely,  
Richard Mann

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**From:** Mark Giesbrecht  
**Sent:** Saturday, November 19, 2022 8:25 AM  
**To:** Richard Mann  
**Cc:** Chelsey Heystee; Karen Parkinson  
**Subject:** Re: New accommodation plan

Dear Professor Mann,

This is to acknowledge receipt of your signed accommodation plan. We note that this plan will be effective, as written by the University, on November 21, 2022, and as noted will be reviewed by May 1, 2024. We will put in place all the accommodations listed in that document.

Yours truly,

Mark Giesbrecht

Dr. Mark Giesbrecht  
Dean, Faculty of Mathematics. Professor, David R. Cheriton School of Computer Science  
University of Waterloo, Canada. Email: [mwg@uwaterloo.ca](mailto:mwg@uwaterloo.ca) URL: <https://cs.uwaterloo.ca/~mwg>

On Nov 18, 2022, at 02:22, Richard Mann <mannr@uwaterloo.ca> wrote:

Dear Dean Giesbrecht,  
FAUW rep Roydon Fraser  
and HR Chelsey Heystee  
and RN Karen Parkinson,

Please find attached signed accommodations agreement. I write additional info on the document and I indicate that I sign under duress, in particular, under threat of cessation of pay by Provost. I also indicate on the form the problems with the document and the completely unnecessary psychological distress this process has caused. I request all of this information be kept in my file.

Sincerely,  
Richard Mann

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From: Richard Mann <mannr@uwaterloo.ca>  
Sent: Thursday, November 17, 2022 9:20 PM  
To: Mark Giesbrecht  
Cc: Chelsey Heystee; Karen Parkinson  
Subject: Re: New accommodation plan

I acknowledge receipt of the letter, however as I mentioned in our Monday meeting, I will not be signing the document.

If the Provost chooses to "cease my pay" I will be filing a second grievance, this time against him.

I have a complete recording of the meeting should anyone wish to listen to it. Ideally I would like to have it transcribed and sent to all involved, including the Provost.

Present: Dean, Mark Giesbrecht, HR Chelsey Heystee, FAUW Roydon Fraser  
Date: Mon 14 November 2022, 10am-

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From: Mark Giesbrecht <mwg@uwaterloo.ca>  
Sent: Thursday, November 17, 2022 8:43 PM  
To: Richard Mann  
Cc: Chelsey Heystee; Karen Parkinson  
Subject: New accommodation plan

Dear Professor Mann,

Following on my letter to you on November 5, 2022 and our meeting on November 14, 2022 I am herein delivering your new accommodation plan.

The Faculty of Mathematics is committed to providing accommodations that will remove barriers so that you are able to perform all the essential duties and responsibilities associated with your position. To that end, the Faculty has considered your reported medical restrictions and will put in place the following accommodations. These accommodations are based on your most recent medical restrictions and limitations (as presented in the Occupational Health letter) and the current operational requirements of the Faculty/School.

This accommodation plan supersedes and replaces all previous accommodations.

We would ask that you sign and return (by email response) the attached document, to signify that you have received and reviewed the plan. Please note that this plan is effective as of November 21, 2022, whether you return a signed copy or not.

Yours truly,

Mark Giesbrecht

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Dr. Mark Giesbrecht

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

University of Waterloo, Canada. Email:

[mwg@uwaterloo.ca](mailto:mwg@uwaterloo.ca)<<mailto:mwg@uwaterloo.ca>> URL:

<https://cs.uwaterloo.ca/~mwg>

<2022-11-17 -- RM Accommodation Plan-Filled.pdf>