

RE: reassessment RM

Karen Parkinson

Fri 6/23/2023 4:45 PM

To: Richard Mann <mannr@uwaterloo.ca>

 1 attachments (205 KB)

2022-11-17 -- RM Accommodation Plan.pdf;

Hello Richard,

The accommodations your department can provide are detailed in the latest accommodation plan (attached). I am told also that you have the ability to apply for a reduced teaching load if you choose. The University is unable to make alterations to this accommodation plan unless updated restrictions and limitations are received. It is also our process to establish an employee's accommodation plan *prior* to their return to work, not after, if they still have ongoing medical limitations/accommodation needs.

Would you like to go back to your doctor to discuss, or if you prefer, I can send a note to your doctor with this plan attached?

Please also note that any internal conversations between Occupational Health and UW stakeholders to consult on matters are not something we share with employees. Your employer has a right under the Ontario Human Rights Code to consult with experts when required when reviewing an accommodation request.

I am also on a planned vacation next week, returning July 5th. If anything urgent comes up, please contact occupationalhealth@uwaterloo.ca and another Nurse will assist.

Thank you, Karen Parkinson

-----Original Message-----

From: Richard Mann <mannr@uwaterloo.ca>

Sent: Thursday, June 22, 2023 9:28 PM

To: Karen Parkinson <kparkinson@uwaterloo.ca>

Subject: Re: reassessment RM

Dear Karen Parkinson,

You write: I will contact your Dean to advise of the request for accommodations and get back to you,

As I mentioned in my last email, if you are communicating with others (Dean or otherwise) about my case, please send me all copies of correspondence.

Sincerely,
Richard Mann

From: Karen Parkinson <kparkinson@uwaterloo.ca>
Sent: Thursday, June 22, 2023 2:57 PM
To: Richard Mann
Subject: RE: reassessment RM

Hello,
Thank you for your note, I'm sorry you had to come all the way in to drop off.
I will contact your Dean to advise of the request for accommodations and get back to you, Thanks Karen

-----Original Message-----

From: Karen Parkinson <kparkinson@uwaterloo.ca>
Sent: Thursday, June 22, 2023 11:41 AM
To: Richard Mann <mannr@uwaterloo.ca>
Subject: RE: reassessment RM

My apologies, I had 2 documents open on my computer and was looking at the wrong one.
I am trying to open your document again and I am unable to open the pdf, are you able to please resend the doctor's note?
Thank you,
Karen

-----Original Message-----

From: Richard Mann <mannr@uwaterloo.ca>
Sent: Thursday, June 22, 2023 11:32 AM
To: Karen Parkinson <kparkinson@uwaterloo.ca>
Subject: Re: reassessment RM

June 22, 2023,

Dear Karen Parkinson,

You write:

"Your sick leave ends July 25th, not June 25th, is this an error on the note?"
Sorry that was a mistake in my typing, The Doctors' note says July 25th. See below

"Richard and I have explored his ability to return to work today.
As of July 25 2023, he feels ready to return to work under his previous accommodations.
Please refer to his 2010-2011 accommodations document that outlines his specific restrictions and limitations with the additional caveat of requiring a reduced course load that was in place prior to the COVID-19 pandemic"
Dated, June 21, 2023 Dr Laura Andersen.

You write:

Also, this physician indicates they don't see you for this illness, we require your treating healthcare provider to assess and determine your fitness to return to the workplace.

I don't understand. My Doctor has been treating me for years and has written you numerous letters about my illness all the way through this process. In fact, she was surprised you did not reply to her most recent letter. I believe that was May 1, 2023

when we were discussing my leave.

If you have any questions I suggest you contact my Doctor directly. I hereby give you permission to contact my doctor, provided you CC me in all correspondence, as I have already requested.

I intend to return to work and will do so on July 25, 2023.

Will you please inform my employer that I will be returning to work?

If you are unable or unwilling to do so I request you direct this to your immediate supervisor or whoever is the deciding entity in this area. Is there an MD within Occupational Health that is responsible for such cases?

Sincerely,
Richard Mann

From: Karen Parkinson <kparkinson@uwaterloo.ca>
Sent: Thursday, June 22, 2023 8:48 AM
To: Richard Mann
Subject: RE: reassessment RM

Hello and thank you for sending this note.
Your sick leave ends July 25th, not June 25th, is this an error on the note?
Also, this physician indicates they don't see you for this illness, we require your treating healthcare provider to assess and determine your fitness to return to the workplace.

Please advise,
Thank you,
Karen

Best,

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/>

Please note my work hours may not be your work hours. Please do not feel obligated to reply to any messages outside of your work hours.

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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-----Original Message-----

From: Richard Mann <mannr@uwaterloo.ca>
Sent: Wednesday, June 21, 2023 9:37 PM
To: Karen Parkinson <kparkinson@uwaterloo.ca>
Subject: Re: reassessment RM

Dear Karen Parkinson,

Attached is my back to work letter from my MD.
I intend to return to work at the end of my short term leave period, on June 25, 2023.

I expect there to be further discussion with my Employer about assigned duties and teaching loads and possible discussion with FAUW. In order to enable my recovery I request that all discussion wait until I return to work.

Further I request that you inform me of any further correspondence you have on my file. In particular, if you are consulting or consulted by others about my case, please send me a copy of any messages.

Sincerely,
Richard Mann

From: Richard Mann <mannr@uwaterloo.ca>
Sent: Tuesday, May 2, 2023 5:17 PM
To: Karen Parkinson
Subject: Re: reassessment RM

Dear Karen Parkinson,

Attached is my follow up letter,

From: Richard Mann <mannr@uwaterloo.ca>
Sent: Tuesday, May 2, 2023 11:19 AM
To: Karen Parkinson

Subject: Re: reassessment RM

message threaded below

From: Karen Parkinson <kparkinson@uwaterloo.ca>
Sent: Tuesday, May 2, 2023 11:04 AM
To: Richard Mann
Subject: RE: reassessment RM

Thank you, Richard. Did your doctor provide an updated note or letter for me?

The doctor did not provide an updated note. If you need a note, please write to the Dr, and CC me in all correspondence. You have my permission to write a letter to my Dr for this purpose.

Just so you are aware, HR will be sending you the Long-Term Disability (LTD) application forms (Sunlife) at the end of May so you have time to have them completed by your physician. Should you remain off beyond the end of your sick leave (July 25), you would need to apply for income replacement with Sunlife.

I do not intend to go on LTD. I intend to return to work at the end of my sick leave.

Let me know if you have any questions,

None at the moment

Take care,

Karen

Sincerely,

Richard Mann

-----Original Message-----

From: Richard Mann <mannr@uwaterloo.ca>
Sent: Tuesday, May 02, 2023 11:00 AM
To: Karen Parkinson <kparkinson@uwaterloo.ca>
Subject: Re: reassessment RM

I visited my Doctor on Wed Apr 26,
I will continue on leave, I will meet her again on Wed Jun 21

Richard Mann

From: Karen Parkinson <kparkinson@uwaterloo.ca>
Sent: Tuesday, May 2, 2023 10:48 AM
To: Richard Mann
Subject: reassessment RM

Good morning,

I hope this email finds you well. I am following up based on your doctor's latest letter dated Feb. 17th indicating you would see him again in 8 weeks.

I would appreciate receiving an update from your physician about your status on sick leave, or whether you have been cleared to return to work.

Thank you,

Best,

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

[<mailto:occupationalhealth@uwaterloo.ca>%3cmailto:occupationalhealth@uwaterloo.ca]

occupationalhealth@uwaterloo.ca<<mailto:occupationalhealth@uwaterloo.ca>>

[[cid:image001.png@01D97CE3.B2CA67D0](#)]

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