

Re: Return to work,

Mark Giesbrecht

Mon 7/17/2023 4:17 PM

To: Richard Mann <mannr@uwaterloo.ca>

Cc: Christina McDougall <christina.mcdougall@uwaterloo.ca>; Karen Parkinson <kparkinson@uwaterloo.ca>; Chelsey Heystee <cheystee@uwaterloo.ca>; Raouf Boutaba <rboutaba@uwaterloo.ca>

Dear Professor Mann,

We are able to meet in the week of August 7. Christina McDougall (CC'ed here) will organize a suitable time

I note that Ed Vrscay is no longer an employee of the University of Waterloo, but accept that he can attend the meeting as your single support person. I hope and expect that this will be a direct discussion with you, and not through Ed Vrscay as a counsel or agent.

The implementation of your accommodation plan and return to work and accommodation agreement requires the direct involvement of your unit head and HR, who will also be in attendance.

Finally, I reiterate my point in my earlier email today, and of July 12, that your updated accommodation agreement will be in effect when you arrive back, including your teaching assignment for Fall 2023, irrespective of the timing of this meeting.

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

On Jul 15, 2023, at 4:35 AM, Richard Mann <mannr@uwaterloo.ca> wrote:

Re: meeting

Dear Christina McDougall,
CC: Mark Giesbrecht, Karen Parkinson

I am not able to meet that week (July 30--Aug 4).

I am available the following week starting Monday Aug 7, 2023 and we make that?

NB: I have chosen a representative, Ed Vrscay, but unfortunately he is not available that week due to a previous commitment.
It is essential that I have my chosen representative at this meeting. I have

already communicated to the Dean that Ed Vrscay will be attending.

As for attendees at the meeting, I was under the impression that this meeting would be between the myself, the Dean, Karen Parkinson and my chosen representative (Ed Vrscay).

If this meeting is about medical accommodation, may I ask why the Chair and HR are attending? Is it necessary that they attend?

Sincerely,
Richard

From: Christina McDougall <christina.mcdougall@uwaterloo.ca>
Sent: Friday, July 14, 2023 11:32 AM
To: Richard Mann
Subject: RE: Return to work,

Dear Professor Mann,

I am looking to schedule your return to work meeting, and wanted to check if you would be available for an on campus meeting during any of the following times:

- Monday, July 31: 10:00-10:30
- Monday, July 31: 1:00-1:30
- Tuesday, August 1: 10:00-10:30
- Tuesday, August 1: 1:30-2:00

Please advise at your earliest convenience.

Thanks,
Christina

Christina McDougall, BBA
Faculty Administrative Officer
Office of the Dean, Faculty of Mathematics

University of Waterloo
200 University Avenue West, MC 5214
Waterloo, ON N2L 3G1
Phone: 519-888-4567, ext. 36757

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

From: Richard Mann <mannr@uwaterloo.ca>
Sent: Tuesday, July 11, 2023 8:45 PM
To: Mark Giesbrecht <mwg@uwaterloo.ca>
Cc: Raouf Boutaba <rboutaba@uwaterloo.ca>; Chelsey Heystee <cheystee@uwaterloo.ca>; Karen Parkinson <kparkinson@uwaterloo.ca>;

Roydon Fraser <rafraser@uwaterloo.ca>; Christina McDougall <christina.mcdougall@uwaterloo.ca>; Rochelle Davies <r2davies@uwaterloo.ca>; Edward Vrscay <ervrscay@UWATERLOO.CA>
Subject: Re: Return to work,

I am not available this week due to previous family commitments. Therefore I suggest week of July 17--21.

Also I will be including Ed Vrscay in the meeting and CC him in this message.

Richard Mann

From: Mark Giesbrecht <mwg@uwaterloo.ca>
Sent: Tuesday, July 11, 2023 8:30 PM
To: Richard Mann
Cc: Raouf Boutaba; Chelsey Heystee; Karen Parkinson; Roydon Fraser; Christina McDougall; Rochelle Davies
Subject: Re: Return to work,

Dear Professor Mann,

In the interests of time I am following up personally to arrange a meeting with you as soon as possible.

Christina McDougall (CC'ed here) will facilitate arrangements. As a starting point, I propose

Thursday, July 13: 2pm-5pm
Friday, July 14: 11am-5pm

Other times are also possible.

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 Jul 11, 2023, at 6:19 PM, Mark Giesbrecht <mwg@uwaterloo.ca> wrote:

Dear Professor Mann,

Attached please find a response to your letter of July 5.

My administrative assistant will be reaching out to arrange a meeting as soon as possible, prior to your return to work.

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 Jul 6, 2023, at 11:53 AM, Richard Mann <mannr@uwaterloo.ca> wrote:

June 6 2023

Dear Roauf Boutaba, (Chair, CS), Chelsey Heystee (HR), Rochelle Davies (HR)

CC: Mark Giesbrecht (Dean, Math), Karen Parkinson (RN, Occupational Health)

Attn all involved parties,

I just sent this (attached) letter yesterday. I am now copying to all concerned.

Sincerely,
Richard Mann