

Dr. Mark Giesbrecht
Dean, Faculty of Mathematics
University of Waterloo
Email: deanmath@uwaterloo.ca

November 19, 2021

BY EMAIL

Dr. Edward Vrscaj
57 Strathcona Crescent
Kitchener Ontario N2B2W8

CC: Erin Windibank, FAUW; Chelsey Heystee, HR

Dear Dr. Vrscaj,

Re: Non-Compliance with the University of Waterloo's COVID-19 Vaccination Requirement

As you are aware, the University of Waterloo (the "University") established a [Vaccination Requirement](#) (the "Requirement") for mandatory proof of COVID-19 vaccination. On October 15, 2021, you received a letter advising that you were required to submit, by no later than end of day on October 17, 2021, proof that you were either: (a) fully vaccinated within the meaning of the Requirement, or (b) had obtained a permitted exemption to being fully vaccinated.

Although you failed to submit proof of either (a) or (b) above by the October 17, 2021 deadline, the University determined that due to the specific circumstances of your position, you were authorized to temporarily perform the duties and responsibilities of your position without being in-person on campus.

Since the beginning of the Fall 2021 term, many University staff and faculty members have been required to attend campus for work. Given the current state of the pandemic, the University has decided to continue with its efforts to resume in-person operations. Effective January 4, 2022, you will no longer be permitted to perform your duties exclusively from home.

Accordingly, you must be fully compliant with the Vaccination Requirement by January 4, 2022, and you must therefore begin taking steps shortly to ensure your full compliance by that date. The University's records currently indicate you have failed to submit proof of either (a) or (b) above, and you remain prohibited from accessing University property and in-person activities.

If you are receiving this letter and you are compliant with the Requirement or have taken steps to become compliant with the Requirement (i.e., have received a first dose of the vaccine), please contact Chelsey Heystee, HR Partner as soon as possible.

This letter is being sent as a reminder. However, if you remain non-compliant with the Requirement by December 8, 2021, and have not taken steps to become compliant, the University will resort to the disciplinary processes outlined in the Memorandum of Agreement between the University and Faculty Association of the University of Waterloo (FAUW).

Should you have any questions, please contact me.

Yours truly,



Mark Giesbrecht
Professor and Dean
Faculty of Mathematic

