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DEPUTATION IN THE PUBLIC INTEREST.

RE:- EX 4:3: TCHC Tenants First. Execution.
Around TCHC there is little or no open honest interchange. Everything runs on fear, loathing, threats and obfuscation. The H R report, cleverly subjugated to the TCHC Executive Leadership Team has not produced a public report in over a year. The H R lawfirm hired by TCHC appears to be on permanent retainer NOT to be publicly objective. Thirty years of transition have undermined non union workers confidence in their security and that of their pensions and benefits. Tenants First? how can that be when good quality "old" timers are afraid of the lack of definition manufactured by The Executive Leadership Team (ELT). Happy workers, happy tenants. But no such, just a law firm hired to consolidate and perpetuate the status quo. It was the same in the possibly well meaning, by Tory, Mayors Task Force, (MTF) which discarded our thinking for its own, and under the direction of old political discards enforced the status quo of closed mediocrity. Tenants First? None of us tenants is deceived. We have the time to understand how we are used and abused by all and sundry, particularly bureaucrats and politicians who are more interested in perpetuating the status quo in their own employment and this reflects in their actions in their work. The ELT is a disgrace, particularly the Strategists who control all information between the City and TCHC and bend it to suit their interpretations and fixations. All communications are similarly manipulated in the manner of sterile corporatism. Truth openness, honesty enthusiasm are absent everywhere. Tenants First? The product of profligate spending under Facilities Management (Penny) is so crude that YOU would never spend money as Facilities does. Tenants First? Only you are fooled. But you want to be. Status quo, status quo. consolidate the status quo.

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Recently i brought the matter of threats made against me by Asset Management to the Board under the then Chair Marshman who did NOTHING versus threats . And this in an attempt to shut me up for demanding to know what the rules are for expropriating Common Area TCHC property for personal gain in small farming. Nothing to do with beautifying, nothing to do with the Common Interest. And Asset THREATENS ME. Marshman now assumes the role of CEO and President, God help us. Tenants First ?

Further i ask Ibrahim for a copy of such permission or rules, and again nothing. There ar'nt any is the conclusion, so it is who grabs gets. Is that acceptable.

I demanded of Asset (Leah) that tenants must have a brief handbook of the rules of tenancy, in particular as to the Common Areas and its uses and they flatly declined to have us all on the same page. Efficiency clarity are closed under Asset. They cannot even make kindergarten level adjustment to paperwork that cause endless duplication of work for staff. Tenants First ?

The Strategists and ELT can rule us more easily with us and non union workers sweating under deliberate uncertainty and obfuscation.

Asset failed to secure from 416, particulaly Superintendants, that they be rotated every four year to inhibit the formation of privy groups by these employees, this contrary to the Common Good. Tenants First ?

Structural / structured poverty are the result.

Facilities is an ugly outfit, mainly, in being cheap first, not focused on the relief of discomfort to tenants. Their design and execution are barbaric. Tenants First you say . If it is cheaper to take six months rather than six days, six months it is.

The whole Corporation is little more than a tyranny to hide the interpretations of the Strategists, no matter what "acting" role they may hide behind, and the Asset and Facilities VPs who are a disaster to whom tenants are a necessary evil and must be dealt with as politely as possible under a veil of cynicism, if not outright contempt.

The transfer of TCHC properties at no cost to TCHC to non propfits left some 12 million floating in the breeze. A forensic accounting of the recipients books might reveal any hanky panky in this transaction. Tenants First.?

~~Management~~ Dump the entire ELT let the second tier decide what order of management they would like to see amongst themselves. Empower them.

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N.B. There is more work employment for the ELT if fear, confusion and lack of clarity are the modus operandi. And it is much more expensive. Openness, honesty and enthusiasm in the work force will uplift the ethos of the company and thereby its tenants. Basic stuff. Tenants First.

? Who gets to violate the videos taken during Board etc meetings ?

Who can expunge them edit them to their vision and medieval necrosis.

? How many millions were spent on fired executives to sod off and keep your mouth shut. We must void their non disclosure agreements so we can get at the truth behind the facade of the Strategists and the ELT

? How come throughout the catharsis of the last few years the Strategists still survive through it all. What does that tell you. It does not matter who the CEO is they control the flow of information City to TCHC and to and from the public. Basic Machiavelli rules of controlling the subjects. ? Tenants First ?. you must think that in our structured poverty that we are really dumb, and that is not at all the case. Angry, frustrated and comprehending we most certainly are.

Tenants First, yeh right .

Tenant Services can be halved reducing costs by millions at least, with no loss to tenants.

This overbearing destructive ELT and subs must be purged so that we can truly put Tenants First.

Tenant to tenant communications, representation and self help programs will be independent of TCHC .

All contracts will be surcharged 10% to cover Tenant discomfort during shattering noise during contracts. Placed in a central pool this will be distributed to a maximum two registered tenants per unit x \$150 per day.

~~Clive H. Williams~~ - Tenant

8/4/19.

This further to City of Toronto Executive EX 16:11:1 / EX 26:2:23 / EX 30:2:4 / and EX 34:3:8. Putting Tenants FIRST.