

Althea N. Francis

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905 286-0443

February 12, 2014

SENT via Fax: 416-326-2199

HRT0 File #: 2013-14491-I

Richard Hennessy
Human Rights Tribunal Ontario
655 Bay Street, 14th Floor
Toronto, ON M7A 2A3

RE: Francis vs. Precision Property Management and Edgardo Cubias

In response to your letter dated January 13, 2014. I had asked for an update to ensure all documents were received and submitting fax confirmation (97 faxed to 416-326-2199 on Jun.13.13). I have serious concerns about present board directors and Precision Property Managing Lom Nava Housing Co-operative Inc. business affairs while violating rights (maliciously going out of their way for provocation) to pursue eviction, etc.

There is ongoing discrimination that should not go unnoticed that is also impacting our children/youths in the co-op as well.

Cooperatively,



Althea Francis

cc:

Precision Property Management
c/o Phil Eram
Fax: 416-675-0170

Maria Kotsopoulos
Blaney McMurtry LLP
Fax: 416-593-5437



Human Rights Tribunal of Ontario

HRTO-2013-14491-I
ALTHEA FRANCIS

Request for Reconsideration - Rule 26 (Form 20)

(Disponible en français)

www.hrto.ca

A party may file a Request for Reconsideration by completing this Form 20 within **thirty (30)** days from the date of a final decision. Please see the Tribunal's **Practice Direction on Reconsideration** for important information on Requests for Reconsideration.

Follow these steps to make your request:

1. Fill out this Form 20.
2. Deliver a copy of Form 20 to all parties.
3. Complete a Statement of Delivery (Form 23).
4. File Form 20 and Form 23 with the Tribunal.

A Request for Reconsideration made more than 30 days following the Decision will not be granted unless the Tribunal determines that the delay was incurred in good faith and no substantial prejudice will result to any person affected by the delay.

Information for all parties who receive this Request for Reconsideration:

A Request for Reconsideration of a decision of the Human Rights Tribunal of Ontario has been initiated.

You are not required to file a Response to this Request at this time. The Tribunal will review this Request and may direct you to file a Response.

If the Tribunal directs you to file a response, you must complete a Response to Request for Reconsideration (Form 21) and deliver it and file it as directed by the Tribunal.

Download forms from the Tribunal's web site www.hrto.ca. If you need a paper copy or accessible format, contact us.

Human Rights Tribunal of Ontario
655 Bay Street, 14th floor
Toronto, Ontario
M7A 2A3

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Human Rights Tribunal of Ontario

Request for Reconsideration - Rule 26 (Form 20)

Application Information

Tribunal File Number:	2013-14491-I
Name of Applicant:	Althea Francis
Name of each Respondent:	Edgardo Cubias, Lom Nava Coop Member Phil Eram, Precision Property Management

1. Your Information (person or organization making this Request)

First (or Given) Name	Last (or Family) Name	Organization (if applicable)
Althea	FRANCIS	

Street #	Street Name	Apt/Suite
5955	Glen Erin Drive	4

City/Town	Province	Postal Code	Email
Mississauga	ON	L5M 5N9	TheBOSSofStress@gmail.com

Daytime Phone	Cell Phone	Fax	TTY

If you are filing this as the Representative (e.g. lawyer) of one of the parties please indicate:

Name of party you act for and are filing this on behalf of: _____

LSUC No. (if applicable): _____

What is the best way to send information to you?

(if you check email, you are consenting to the delivery of documents by email)

☒ Mail ☒ Email ☐ Fax

I am (or I am filing on behalf of) the:

☒ Applicant

☐ Respondent

☐ Ontario Human Rights Commission

☐ Other – describe: _____

2. Please check the reasons why you are making this Request for Reconsideration. Check all that apply.

- ☒ There are new facts or evidence that could potentially be determinative of the case and that could not reasonably have been obtained earlier
- ☐ You were entitled to notice but, through no fault of your own, did not receive notice of the proceeding or a hearing
- ☒ The decision is in conflict with established case law or Tribunal procedure and the proposed reconsideration involves a matter of general or public importance
- ☒ Other factors exist that outweigh the public interest in the finality of Tribunal decisions

3. Please provide detailed reasons and representations in support your Request.

I believe the Ontario Human Rights Code is a provincial law that ensures everyone has equal rights and opportunities



Human Rights Tribunal of Ontario

Request for Reconsideration - Rule 26 (Form 20)

without discrimination. Specifically, I am being discriminated against for reporting corruption acknowledged by board still in power with Precision Property Management denying housing and services -- LOM Nava Housing Co-operative Inc vs. FRANCIS, Althea (CV-13-1931-00 for Nuisance).

There is no doubt that members invested their trust in the board to operate Lom Nava Co-op and oversee Precision Property Management but not to divide the community with unfair business practices. Thus, directors are fiduciaries to the members who have elected them to their position of power. Accordingly, directors are strictly prohibited from self-dealing to the detriment of members.

Precision's renewed contract signed around Aug.25.11-Aug.24.14 agreed on review in six months. Previous manager, Caroline Carty removed approximately Sept.20.13 -- NO engagement/involvement for members to live successfully with co-op diversity.

Precision mishandled Lom Nava's membership (unfair voting with many of same family) and waiting list/orientation process by also delaying 16yrs and older (adult children/partners) from becoming members to vote independently. At the July 2012 Board Meeting, it was made known by Peel Region that no action was taken by Precision to address the over housing problem. Approximately 4 years ago, ex-directors and the Region of Peel were told that the situation was being addressed but it was a lie.

On September 28, 2012, Management decided to distribute a survey about services offered in the community and Member satisfaction. This survey which has never been administered by Precision over the past seven years coincidentally came at the same time Take Back Our Community sent out our survey. This is just another sign of their insecurity, last-minute inability and reactive response to our growing concerns. Furthermore, management's survey only select members and to exclude others -- how can this be a reliable survey when it has not been administered to all members. Regardless, approved decision for the resource centre was overturned by same individuals on the board, promoting children's program/social committee/managing the food bank.

Precision was aware that a Board member could not run for the Board given that they declared personal Bankruptcy. However in order to support their vote in 2011, Precision disregarded this By-law requirement to question why Precision should complete August 2014 term of contract. Plus the the tendering/bidding process was corrupted by Precision and directors swaying votes in favour of management.

• SUMMARY: Lom Nava Co-op Emergency Board Meeting (May 5, 2011 @ 7-8:30pm)
Without proof of malicious intent, Egardo Cubias attempted to terminate Kathy Hubbard in favour of Precision to protect his housing but directors agreed management company should not have been included in tendering/bidding process due to conflict of interest and breach of confidentiality. I issued several warnings to E. Cubias with consequences but he resigned shortly after (for being verbally abusive and disruptive during meetings).

In 2012, E. Cubias unethically filled vacancy, biasly accepted 2013 nomination and was re-elected to help silence the coalition by evicting me. As a director of the 2011 board; Cubias knew The Regional of Peel's mandate for the co-op as well as Precision's outstanding evaluation to be performed (outlined in 2011 emergency board minutes).

May.11.13 - Was caught off guard; had no time to react to Cubias assault; while Caroline Carty (facebook.com/caroline.carty.7) watched. "Peace Bond" was denied because Mr. Cubias is an "old man"; implying I (47 year old black Jamaican single mother with mental/physical challenges) deserved or initiated the unprovoked attack. E. Cubias has been observed campaigning relentlessly with Pernilla/Isaac Goulding to get Caroline Carty back showing favouritism for Precision with an unsuccessful co-op meeting.

Silencing my professional efforts is financially, physically, and emotionally traumatizing. Some of the darkness/depressive moods (bipolar/ADHD) experienced are below:

- Social anxiety-agitation (restlessness or irritability)
- Trouble sleeping (decreased energy, a feeling of fatigue or of being "slowed down")
- Significant change in appetite or unintended weight loss (45lbs lost 6 months; 60lbs in total)
- Thoughts of death by feelings of helplessness



Human Rights Tribunal of Ontario

Request for Reconsideration - Rule 26 (Form 20)

- Having very sad, hopeless mood while at the same time feeling extremely energized
- Chronic pain or persistent bodily symptoms not caused by illness or injury

Making healthy choices is how I refuse to disable my natural ability to successfully adapt. How can I be a nuisance for seeking assistance from others and through the court of law; not through violent methods being used against me. I live up to my motto: "Hire SUCCESS to Fire Stress".

My rights are not being respected under the Coop or Mental ACT due to breach of fiduciary duties and trust. I need answers to the who, what, where, how, when and WHY... For more than a two years, I am being penalized for demanding positive/supportive change through better communication, rules and services for ALL. Facing common stereotypes is resulting in extensive discrimination. For instance, Board Director, Mr. Warsame shared mental health info (print/online) inconsistently.

--- On Mon, 3/12/12, Warsame Rooti <wwarsamej@yahoo.com> wrote:

Subject: Just sharing with you.... | To: lomnava@yahooogroups.com | Received: Monday, March 12, 2012, 1:06 PM

"Hello group, I thought I should share this news item with you. Please, watch the video until the end when the doctor speaks about the flight attendant's behaviour and symptoms. Regards, Warsame" Video:

<http://news.yahoo.com/video/flight-attendant-removed-false-warning-020115199.html>

Overwhelmed mentally/physically! Unconventional 2014 board is exhausting legal system; devoting more time to human cruelty by ignoring special needs. Segregation and eviction; unhealthy response in a democratic community. Excluding me from participating equally (lost 60lbs; went from 198lbs to 135lbs) by various retaliation. Isaac Goulding stalking and swaying members votes. Market rent members Warsame/Marina Warsame and Gordene/Dave Stewart promoting hate crimes against people disabilities and are on subsidy, and made false written/verbal accusations; claiming I'm crazy. Ohwobeno Oghojafor (Benna) used criminal harassment and peace bond with Pernilla (Nilla) Goulding (Johansson) as further threats abandoned claims (day off) Mar.27.13.

President, Phillip Gray has failing grade on three boards (2012-14) for not seeking assistance but foolishly ignored warnings from experienced past directors from the Take Back Our Community Coalition. Mr. Gray has unprofessional relationship with Benna Oghojafor and on board due to close friendship with Caroline Carty to question delaying Precision's evaluation, termination approved resource centre and staying on board to force my eviction.

Jan.11.14 - Brenda Rudnicki, Precision Property Coordinator

Letter with more eviction threats; on basis of non-payment for January housing charge and late fees accumulated. Caroline Carty's no longer here but unfair treatment still exists. I responded in writing claiming that Precision and board are still denying rights by also limiting access to debit machine to track accurately track payment history. For instance, May2013 cheque was returned torn. So will no longer replace cheques through Precision Property Management due to notice of identity theft and privacy injustice.

Jan.23.14 - Brenda Rudnicki, Precision Property Coordinator

Memo to all member stating "Annual Fire Inspection has now been completed and all efficiency have been rectified. " BUT I was never notified and no inspection done in my unit since November2012 because Precision and contractors are unprofessionals but good liars. Why is my unit (#4) being neglected and there are outstanding repairs (some electrical). False report so requesting proof.

Jan.29.14 Delivered info to office (photocopying/distribution to all members) expressing interest for GMM to encourage a suitable candidate to fill vacant position without bias. Request was ignored and no update as to why. Feel like, I was bullied off board and now being bullied back on to discourage pursuing human rights complaint.

Jan.30.14 - Letter from Precision Coordinator stating "The RGI application is now available in our office" but mine (unit 4) was delivered to my mailbox confirming Precision/Lom Nava board directors are playing God since terrorists are misusing the legal system to restrict coalition from co-op office by conducting unfair business practices.



Human Rights Tribunal of Ontario

Request for Reconsideration - Rule 26 (Form 20)

Jan.30.14 I submitted request the board room

Brenda Rudnicki, Precision Property Coordination provided overwhelming paper to update my membership and RGI application everything due by Feb.14.14. Never requested the community/board room before so I'm insulted by the unprofessional communication process by office/directors; especially knowing there's language barriers in the co-op.

Jan.31.14 - Flyer to member found Feb.8.14 while shoveling snow. Unprofessionally written and no logo informing co-op of a food bank. Seems backwards and counter productive to be notified after a year of complaining about limited access to only a few favourites. Since Benna Oghojafor is board director/afterschool coordinator and the social committee; how can I be guaranteed needed assistance as I complained that food is delivered to her home first.

2014 Lom Nava board and Precision Property Management have restriction against coalition members to co-op property, using retaliation for nuisance eviction, denying access to other members, vital services, and use of debit machine (physical limitation to write/cheques phased out) to pay housing charge. Dec.18.13 board election confirmed; discrimination concerns since my special needs have been wrongfully dismissed/overlooked/unanswered as primary abusers in support of my eviction; along with Edargo Cubias are untrustworthy/disobedient/disrespectful and suspicious deaths (in 2011 & 2013).

Precision Property Management and Lom Nava's Board are defiantly Insensitive to Co-op Members & Individuals Waiting for Social Housing! Thousands need affordable housing (waiting 5-10 years is discouraging). 2014 Board Directors are as follows:

1. Philip Gray – President (Unit 14)
2. Benna Oghojafor – Vice President (Unit 27)
3. Enni Olaleye – Treasurer (Unit 7) *NEW co-op member/board director*
4. Gordene Stewart – Secretary (Unit 2)
5. Abdighani Ali – Director (Unit 72)
6. Warsame J. Warsame – Director (Unit 3) *MIA/Absenteeism*
7. VACANT

Proceedings leading to my upcoming expulsion hearing in by my primary abusers bypassing regulations. The same board that Edgardo Cubias was on and is representing membership and the FRANCIS household.

Memo (original signed/undated/sent before Dec.18.13 election) below after Oc.28.13 meeting indicated admission of guilt for ignoring warnings/mismanagement of co-op affairs and a conspiracy; almost as if directors already knew outcome/result of upcoming board election. Regardless, directors chose to be on the board and Precision/contractors still here but cannot represent all members equally with outstanding human rights claims.

Dear Members,

With a significant majority of the membership in attendance at the requisition meeting, held October 28, 2013, it proved one thing Lom Nava members can and will come together when they are passionate about an issue.

Now that the dust has settled we, your board of directors, would like to invite all members to join us for a Fresh Start in working together to make our community a great place to call home.

As your Board, we are accountable to members and work as a democratic group to govern our Co-op for the benefit of all members.

'We want and need your involvement in helping to make Lam Nava a more safe, clean, and affordable place to live. We want to work as a full partner with our property management service provider to maintain and enhance the quality of our homes and common areas.

As a member you are invited to attend board meetings, you are welcome to make suggestions for improvements, and you are encouraged to start something that will benefit all members.

-- Signed by: Phillip Gray, Benna Oghojafor, Abdighani Ali, Denise Murdock, Warsame Warsame, Gordene Stewart



Human Rights Tribunal of Ontario

Request for Reconsideration - Rule 26 (Form 20)

Precision Online

<http://www.lifesitenews.com/news/archive/ldn/2005/jul/05071903>

<http://www.bedbugregistry.com/location/ON/M4Y/Toronto/31%20Alexander%20St>

http://www.cityparkco-op.ca/LINK/LINK%20Feb%20Mar%202011_fin.pdf

4. If your Request for Reconsideration is granted, what remedy or relief are you seeking?

Monetary Compensation - Explain below how you calculated this amount:

1. General damages for the right to be free from discrimination
2. Reimburse member dues since 2005-present for denying vital support and ignoring special needs
3. Damages for physical/mental anguish
4. Damages equivalent to self-employment for costly start-up (i.e. online twitter.com/TheBOSSofStress)
5. Expenses incurred as a result of the discrimination and harassment
6. Interest on remedies

7. PLUS damages from CHF Canada/PHCHF/Caroline Carty for neglect (i.e. ignoring 7 Co-op Principles (CHF Canada):

- *Voluntary and Open Membership
- *Democratic Member Control
- *Member Economic Participation
- *Autonomy and Independence
- *Education, Training and Information
- *Co operation among Co operatives
- *Concern for Community

Non-Monetary Remedy-Explain below:

Decisive action for better service/accountability/transparency – with co-op diversity. Below are priorities:

- *Conduct and provide a forensic report to eliminate confusion.
 - *Make it mandatory for The Regional of Peel or government officials to attend meetings to protect interests
 - *Free up Peel housing waiting list by removing RGI co-op members over-housed and knowingly violating others.
 - *Update/distribute co-op by-laws and create anti-bullying by-law to prevent terrorism
 - *Membership termination for Gordene/Dave Stewart Unit 2, Pernilla/Isaac Goulding Unit 63, Benna Oghojafor Unit 27, Marina/Warsame Warsame, Edgardo Cubias Unit 43; for mishandling Lom Nava co-op business affairs for self-interest.
 - *End inhumane segregation/eviction as healthy immediate response without proper investigation.
 - *Termination of Precision's contract before August 2014 and dissolve the 2013-14 board for breach.
 - *Investigate several termination resolutions for denying rights and allegations of cover-ups.
 - *Provide access to member's file, remove prejudicial documents at once, and provide letter of apology/regret/reference.
 - *Review unfair methods of 2012 directors to overturn 2011 board approval of a resource centre to benefit all and equally.
 - *Reinstate board position for denial of the community resource centre; had the process not been discriminatory.
 - *Improve membership list/process for democratic voting process as too many of same family occupying units.
- Adoption of non-discrimination plan for occupants (16yrs and older) to become active members by voting for democracy; with proper communication tools.



Human Rights Tribunal of Ontario

Request for Reconsideration - Rule 26 (Form 20)

Remedy for Future Compliance (Public Interest Remedy)-Explain below:

Far too often, bullying is perpetrated covertly or overtly to negatively impact on quality of life when restriction is used. Urging crucial steps to ensure vital communication and community-minded services.

1. Eliminate hold-ups that support people under duress (in co-op/on waiting list).
2. Increase policing for social housing providers abusing the system by denying transparency for bad-faith.
3. Review "Federation" for not being accountable to those paying dues for board cannot accurately speak on behalf of others.
4. STOP past-president Donna Boca-St. Bernard from co-op premises (swaying votes/bankruptcy/slander).
5. Prevent Sophie Taylor-PHCHF, Shaw-CHF Canada, Precision from representing Lom Nava
6. Prevent board directors from acting on behalf of individuals with mental development due to privacy
7. Hold members accountable for not attending meeting or participating a minimum of 10 hours a month

WITNESSES

Christine Officer - HRT0 #2013-15627-1

Melanie Stenson

Kathy Hubbard - HRT0 #2013-14740-1

Mahmoud Ashraf Galal - HRT0 #2013-14824-I

5. If your Request for Reconsideration is being filed more than 30 days after the date of the Decision, explain in detail the reason for the delay and why the Request should be accepted late.

6. Signature

By signing my name, I declare that, to the best of my knowledge, the information that is found in this form is complete and accurate.

Althea Francis
Name

Signature

12/02/2014
Date (dd/mm/yyyy)

☒ Please check this box if you are filing your Request electronically. This represents your signature. You must fill in the date, above.

Freedom of Information and Privacy

The Tribunal may release information about an Application in response to a request made under the *Freedom of Information and Protection of Privacy Act*. Information may also become public at a hearing, in a written decision, or in accordance with Tribunal policies. At the request of the Commission, the Tribunal must provide the Commission with copies of applications and responses filed with the Tribunal and may disclose other documents in its custody or control.