



# THE CHRYSLER

April 25, 2011

## Notice

### Amendment to Comprehensive General Rules Toronto Standard Condominium Corporation No. 1496

#### TO ALL UNIT OWNERS

#### Notice

This is notice to all unit owners that the board of directors of the Corporation has passed amendments to the Rules at a meeting of directors held on the 26<sup>th</sup> day of January, 2011, after due consideration of various implications.

#### New Rules and Amended Rules

Copies of the following two amended Rules and one new Rule are attached to this Notice:

- |         |   |
|---------|---|
| Amended | A 04 – “Workplace Violence and Harassment Policy”.                    |
| New     | A 09 – “Access to Corporation’s Documents”.                           |
| Amended | K 18 – “Ownership and Leasing of Parking Spaces and Storage Lockers”. |

#### Purpose of Rules

The attached Rules are intended to improve upon our existing Rules in order to make our home a pleasant, safe and congenial environment. These Rules should allow all owners, tenants or residents of a unit, their families, guests, visitors, invitees, employees or agents to maximize our enjoyment of all of the common elements, facilities and units, and to prevent inconveniences caused by others.

#### Statutory Criteria

Section 58 (1) of the *Condominium Act, 1998* provides that the board may make, amend or repeal rules respecting the use of the common elements and units to promote the safety, security or welfare of the owners and of the property and assets of the Corporation. Rules can also be passed or amended by the Board to prevent unreasonable interference with the use and enjoyment of the common elements, the units or the assets of the Corporation.

#### Right to Requisition a Meeting

Owners have the right to requisition a meeting of owners pursuant to s. 46 of the *Condominium Act, 1998* to discuss whether or not to approve the Rules if the owners of at least 15% of the units, who are entitled to vote, deliver to the President or Secretary of the Corporation (addressed to the attention of the Property Manager at the Management Office) a proper requisition in accordance with all of the criteria of s. 46 of the Act within 30 days of the date of this Notice of Rules.

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#### Toronto Standard Condominium Corporation No. 1496

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3 Rean Drive, Toronto, ON M2K 3C2 Tel: 416-987-6186 Fax: 416-987-6185 Email: [info@nytowers.ca](mailto:info@nytowers.ca)



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## Effective Date of Rules

The attached Rules shall become effective 31 days from the date hereof, or when the owners may approve them at a meeting of the owners, if the board receives a requisition within 30 days hereafter for an owners meeting to discuss the Rules.

We trust you agree the attached Rules are in the best interests of your condominium corporation.

DATED this 25<sup>th</sup> day of April, 2011.

On Behalf of the Board of Directors  
Toronto Standard Condominium Corporation No. 1496

Per: Belen J. Crutch  
B. Crutch, President

#### **Add to Rule #A04 – Workplace Violence and Harassment Policy**

As required by the *Ontario Occupational Health and Safety Act*, the Corporation has adopted a “Workplace Violence and Harassment Policy” which is appended to and forms part of these Rules.

#### **Add Rule # A09 – Access to Corporation Documents**

In accordance with s. 55 of the Condominium Act, 1998, all owners have the right to access and copy most of the corporation's documents and records. Owners may view the documents in the management office, but must give at least five (5) business days' prior notice to management staff so that the requested documents can be assembled. In some cases, additional time may be required. Any confidential documents relating to specific units or their owners, records relating to employees (except their employment contracts), records relating to actual or pending litigation or insurance investigations involving the corporation, and other information deemed by the Board to be confidential in order to protect the interests of owners, residents, contractors or the Corporation, are not available for review or copying. Board minutes are available for review only after they have been approved at a subsequent board meeting; board minutes may need to be redacted in order to protect privacy and confidentiality rights. If an owner requires printed copies of any documents, these will be provided at a cost of \$1.00 per 8 x 11 page (subject to adjustment from time to time by the Board), to be paid in advance. Owners may request only existing documents, and cannot order future documents in advance.

#### **Add to Rule #K18 – Designated Parking Space**

It is strictly forbidden for the owner of an exclusive use parking space to sell that space to anyone other than an owner in the building. When an owner sells his apartment unit, he must simultaneously sell his exclusive use parking space(s) to the purchaser, or to another owner in the building.

It is strictly forbidden for the owner of an exclusive use parking space to lease that space to anyone other than an Occupant in the building, or to enter into any arrangement that would allow a non-resident to have unrestricted access to the building.

#### **Add to Rule #K18 – Storage Locker**

No person other than the owner of a designated unit as set forth in the declaration may own a storage locker.

It is strictly forbidden for the owner of a locker to sell that locker to anyone other than an owner in the building. When an owner sells his apartment unit, he must simultaneously sell his locker(s) to the purchaser, or to another owner in the building.

It is strictly forbidden for the owner of a locker to lease that locker to anyone other than an Occupant in the building, or to enter into any arrangement that would allow a non-resident to have unrestricted access to the building.

**Toronto Standard Condominium Corporation No. 1496 (the "Corporation")**  
**[1 and 3 Rean Drive, North York, ON] (the "Property")**

**Workplace Violence and Harassment Policy**

**Violence**

The Board of Directors of the Corporation is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. The Corporation will take all reasonable steps to protect its workers from workplace violence from all sources.

Workplace violence is defined as: the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker, in a workplace that could cause physical injury to the worker; or, a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker. Accidental situations are not included in the definition of workplace violence but situations where an individual unintentionally causes violence due to a medical condition are included.

Violent behaviour in the workplace is unacceptable from anyone. This policy applies to interactions between any individual undertaking work on the premises in their interaction with Owners, Tenants, Visitors, Guests, and Agents, worker's spouses/family, other workers, Management, the Board of Directors, etc. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

There is a workplace violence program that implements this policy. It includes measures and procedures to protect the Corporation's workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents or raise concerns.

Toronto Standard Condominium Corporation No. 1496 as the employer, will ensure that this policy and the supporting program are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace. The Corporation has appointed the manager as a supervisor under this policy.

Managers will adhere to this policy and the supporting program. Managers are responsible for ensuring that measures and procedures are followed by workers and that workers have the information that they need to protect themselves

Every worker must work in compliance with this policy and the supporting program. All workers are encouraged to raise any concerns about workplace violence and to report violent incidents or threats. These reports must be in writing and delivered to both the Manager and the Board of Directors. The Board of Directors wishes to emphasize that there will be no negative consequences or reprisals for reports made in good faith.

The Board of Directors pledges to investigate and deal with all incidents and complaints of workplace violence in a timely and fair manner, respecting the privacy of all concerned to the extent possible.

## **Harassment**

Workplace harassment will not be tolerated from any person. Everyone must be dedicated to preventing harassment. The Board of Directors, Management, workers of the Corporation, Owners, Occupiers, Tenants, Visitors, Guests and Agents are expected to uphold this policy, and will be held accountable to the Board of Directors.

Workplace harassment means engaging in a course of vexatious comment or conduct against a person in the workplace – a comment or conduct that is known or ought to be known to be unwelcome. Workplace Harassment does not include differences of opinion or minor disagreements or reasonable action or conduct by an employer that is part of his or her normal work function (i.e. changes in work assignment, scheduling, job assessment and evaluation, workplace inspections, implementation of dress codes and disciplinary action). Any behaviour that would meet the definition of workplace violence is not considered workplace harassment.

Harassment may also relate to a form of discrimination under the *Ontario Human Rights Code*, but it does not have to.

Toronto Standard Condominium Corporation No. 1496 as the employer, will ensure that this policy and the supporting program are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace. The Corporation has appointed the manager as a supervisor under this policy.

Managers will adhere to this policy and the supporting program. Managers are responsible for ensuring that measures and procedures are followed by workers and that workers have the information that they need to protect themselves.

This policy is not intended to limit or constrain the reasonable exercise of the Corporation's functions in the workplace. Workers of the corporation are encouraged to report any incidents of workplace harassment. These reports should be in writing and delivered to both the Manager and the Board of Directors. There will be no negative consequences or reprisals for reports made in good faith.

Nothing in this policy prevents or discourages a worker from filing an application with the Human Rights Tribunal of Ontario on a matter related to Ontario's Human Rights Code within one year of the alleged incident. Any worker also retains the right to exercise any other legal avenues that may be available.

Dated: April 25, 2011

Toronto Standard Condominium  
Corporation No. 1496  
Per:

*Belen J. Groulx*

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President  
(I have authority to bind the Corporation)