

THE UPDATE



The Voice of the Lenawee, Livingston, Monroe, and Washtenaw Counties' Rental Housing Industry!

June 2022
Volume 38 Issue 6

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[LINK TO NAA](#)



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EPA RRP Lead Renovator Initial Course – Coming July 15th

This course is the EPA Renovation, Repair, and Painting (RRP), which is a one-day course which provides basic lead-based paint information to contractors who perform renovations, repairs, and painting activities in houses built before 1978 or child-occupied facilities, as required by EPA and the State of Michigan.

Course topics include: lead characteristics, uses, health effects on adults and children, lead-safe work practices to minimize lead containing dust during work activities, negative lead assessments, clean up procedures, post-cleaning verification, personal protection equipment, training of non-certified workers, and documentation. Includes course exam. Successful completion of this course and award of the training certificate qualifies the trainee as a Certified Renovator.

EPA required, by April 22, 2010, for all contractors who work in pre-1978 housing and child occupied facilities, including: renovation contractors, maintenance workers in multi-family housing, painters, building supervisors & landlords, homeowners who are planning to remodel, and other specialty trades (plumbers, heating & cooling, electricians).

This day long (8 hour) training seminar will provide a cer-

tificate to individuals.

Includes all books, hand outs & paperwork for applying for your EPA certification.

[Register Here](#)

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President's Message — Chris Heaton



Members Dig into the batter's box because now is when the curve balls come. "What curve balls?" you ask. I'm talking about the summer agenda of the Ann Arbor City Council. We know that historically the assaults on our industry come in the summer. Why is this? Simple - they think we aren't paying attention. Sadly, occasionally they're right. It doesn't matter whether you offer May or September leases, a lot of students are gone for the summer. Town is quieter. The streets are a little less annoying even if the potholes never go away. The leasing is virtually all done. The maintenance calls are half of what they were in October. It's a great time to catch your breath, take a hard earned vacation, spend more time with family, focus on exterior maintenance on the sunny days, perhaps work on your house a little

bit.....or so you thought. So what are the next curve balls? Here's a list of items to watch out for:

1. A2Zero and the cost of compliance. Imposing a points system to achieve a energy conservation rating that we're hearing may cost on average \$65,000 to bring a single family house into "compliance" and document the process.
2. More onerous amendments to the Early Lease Signing Ordinance. They're looking to expand the damage they've already wrought on your ability to help students who want to shop for housing at a time they choose.
3. The "Right to Renew" - Takes away your right to determine who lives in your property and for how long.
4. "Just Cause Eviction" - The city determines a highly restricted set of reasons that can end a tenancy thus undermining the terms of your leases.

Note: #2, #3 and #4 combined work together in such insidious ways that they are practically the trifecta of government confiscation of your property rights.

The WA3 has been watching for 40 plus years and history says that we cannot take those little breaks in our attention that would be so perfect to take right now. How do we remain vigilant in the summer? "Hear/See something, Say something" for starters. If it concerns you it will probably concern others in our ranks. This is how we learned last Fall that a council person was biking student neighborhoods posting pamphlets telling students that her efforts had already gained them the "right to renew" when in fact it hadn't. Report any concerns to the WA3. Next, sign up to get the City council agenda electronically and make a point to review it. Here's the link: <http://a2gov.legistar.com/Calendar.aspx> After you review it report concerns to the WA3. You can also watch the council meetings which are also intended to bore you into indifference. But they must be monitored. Lastly, ask to meet with your council person to discuss issues that impact our industry. Don't be afraid to say hard truths to them. There is nothing better than them hearing it from an actual constituent.

This business of monitoring the lawmakers isn't just about Ann Arbor. If you're from Brighton or Monroe or anywhere in between two things are true. Ann Arbor is often a "petri dish" of bad ideas and bad ideas can spread from here. In fact, you should assume that they will. Practicing vigilance over our industry by having constant engagement with lawmakers, wherever you find yourself, is sound property management policy.

Have a great June. I hope to see you all at the WA3 Golf Outing this Friday, June 5th!

Office Message — Alice Ehn and Kellyn Rivero

Message from Alice.....Dear Members,

I would like to take this opportunity to announce that over the next year, I will be retiring. The Board of Directors has asked that we include a job description in this months newsletter to see if there are any applicants in our midst. Not necessarily you, but someone in your circle so pass the word. You will find that description on page 8. This will be on a somewhat flexible time table, due to the need for training to make sure the new Executive Officer is properly trained given it is a one and a half person office. Thank you for all you offer the association. Now on with the rest of this month's message.

We had a wonderful time at this past month's Capital Day in Lansing visiting with legislators. Although the day was a bit chaotic because the House of Representatives went on recess, we were able to meet with two House representatives and two Senators as well as others that came to the afternoon reception. Over the next few months, we plan on meeting with the other legislators either in Lansing or in their home districts. If you would like to be part of this effort, let us know and we will put you on the list. [See pics page 3.](#)

Coming up on July 15th is a Lead Based Paint initial Training course that is required by all maintenance persons who deal with repairs to structures build before 1996. The EPA recently changed the rules so we are offering this course to all . It is a one day certification course. [Get signed up now.](#) It is limited to 40 persons.



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THUR,
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Capital Day - Visiting Legislators

A delegation of our members went to Capital Day in Lansing to visit with legislators, and discuss rental housing issues that are going to be coming before them this election year.

Topics discussed included:

- Emotional Support Animal legislation that would establish a 30 day relationship with medical providers to verify a disability.
- Removing unnecessary real Estate licensure requirements for Property Managers and Leasing professionals because it is an unnecessary barrier to these entry level positions
- Create a uniform late fee that would allow \$50 or 10% across the entire state
 - Statewide standards for eradicating bed bugs.



New Members

PROPERTY PROFESSIONAL MEMBERS

Chadwell Supply

Trisha Hendrickson
5115 Joanne Kearney Blvd, Tampa, FL, 33619
Email: trisha.hendrickson@chadwellsupply.com
Phone: 614-639-2953

Westgate of Saline

Kathy Banker
514 Claudine Court, Saline, MI 48176
Email: kbanker@leaseupnow.net
Phone: 313-277-9606

Calling all members!!!!

Program and Membership are looking for properties willing to host (either inside or outside) events coming up. Especially those that would be willing to offer tours of their units.

We are looking to re-establish the Manager Only's, a location for the Membership 101's and hopefully start a new networking event called "Property Mixer".

If you are willing to host an event let the office know and we will put your name on the list.



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Meet Your Board Member – Katie Minder

1. What is your name? **Katie Minder**
2. What is your organization's name and your title? **Gruber Management, Property Manager**
3. When did you join WA3 as a member? **2010**
4. Why did you decide to join WA3? **My family has been involved since the founding. It's a friendly organization of integrity and quality character.**
5. Why did you decide to join the Board? **I felt ready, and it was a good time in my life to step up and serve. I also enjoy the regular meetings working with such funny, wonderful people.**
6. What is your role in the WA3 Board? **I was President in 2021 and Secretary in 2020.**
7. What is the most rewarding part of your position with WA3? **The relationships, diplomatic skills, and knowledge I've cultivated through the experience.**
8. What are your primary goals for WA3 this year? **Keeping members engaged, uplifted, and optimistic.**
9. What are some challenges you face in this industry? **Governmental overreach hurting business, which ultimately hurts residents.**
10. What was the last book you read? **Sober Curious**
11. What other activities and groups are you involved in? **My husband and I are expecting our first baby this May, so we are practicing minimalism in order to be present and soak up every precious moment ahead. (Update: Katie had a beautiful baby boy on May 21st, 6lbs 6oz)**
12. If you could meet anyone who would it be and why? **Elton John, because he's Elton John.**



Updates from NAA

NAA Lawsuit

On April 19, 2022, the Court of Federal Claims heard oral arguments on the Government's Motion to Dismiss in NAA's lawsuit against the United States. The NAA lawsuit is now captioned: Darby Development Company, Inc., et al v USA. This Court's ruling on the Motion to Dismiss will determine the next steps in this lawsuit.

Read more about [NAA's lawsuit!](#)

Interested in joining the lawsuit? Sign up [here!](#)

Questions? Contact [Ayiesha Beverly](#) or [John McDermott](#)

FCC Takes New, Adversarial Position on Commercial Partnership Regulations

The FCC announced new regulations on cable home wiring, certain exclusive access payment schemes and exclusive marketing arrangements.

After April 27, 2022, common carriers and multichannel video programming distributors (MVPDs) may not enter into exclusive or graduated revenue sharing agreements with multiple tenant environments (MTEs). After September 26, 2022, common carriers and MVPDs may not enforce any existing exclusive or graduated revenue share agreements with MTEs.

Read a [full analysis](#) of the FCC's ruling.

Questions? Contact [Sam Gilboard](#) or [Ayiesha Beverly](#)



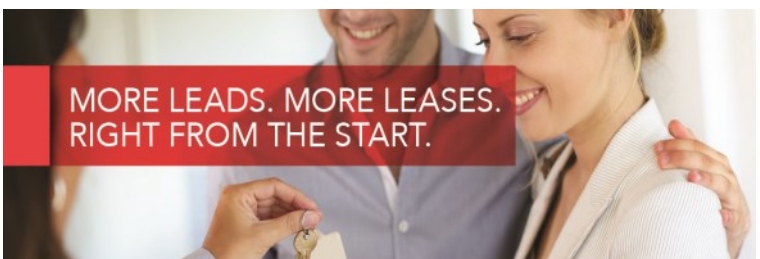
We WON!
We are **THRILLED** to announce that we won the **2022 National Apartment Association's Affiliate of the Year Award!**

NAA's Affiliate of the Year Award recognizes three local or state apartment associations based on size {State/Metro 32 (Over 100k units), Mid-Size (25,001-99,999 units), Small (25,000 units and under)} that exemplify excellence through education, advocacy efforts, community service, and member engagement.

[Donate](#) to the
PMAM PAC Today!
Pro-housing
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There will be a Closest to the Line Fundraising Hole to raise money for the PMAM PAC at the Golf Outing. Bring CASH.



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Grace and Space

Written by Tim Furlong and reprinted with permission.

I'm excited to be back out on the road these past few months in full force speaking, facilitating and coaching both individuals and organizations. As we've all been processing the lessons learned through the pandemic and these first few months of 2022, one topic that seems to keep coming up over and over again is giving ourselves and our teams Grace & Space.

I just love how that sounds, because just saying it out loud allows for it to actually happen. It's almost like everyone needs to take a long deep breath, process what we've just lived through and in many cases still experiencing and then move forward.

What does Grace and Space actually look like in our businesses and in our lives? Let's take a look:

To say the past 2 years have been challenging is an understatement by any measure. People are simply worn out and exhausted. While human beings are designed to endure an enormous amount of trauma and stress, we are not built for prolonged periods of it. The word I'm hearing a lot is that our teams are "Crispy" and it's hard to

(Continued on page 10)



Conservation Corner

LIVABLE

Super Saver TIP OF THE MONTH



With an increased emphasis on washing and sanitizing, there is a temptation to go overboard with assorted specialty cleaning products. But as this [article from Apartment Therapy reminds us](#), a good all-purpose cleaner, a disinfectant, and a glass cleaner can handle most jobs. The author also advocates for discontinuing the use of disposable sponges, mops, and dusters. Not only do the repeated purchases of disposable items add up over time, but they can also spread germs and dirt around more easily than rags or microfiber mops and dusters, which can be washed and reused. Looking for more ways to save?

Come save with Livable - learn how we can increase your profit margins today at www.livable.com

ANNUAL GOLF OUTING

Friday, June 3, 2022
8:00 AM - 3:00 PM

ROLLING MEADOWS GOLF COURSE
6484 SUTTON RD
WHITMORE LAKE, MI 48189

Register at shorturl.at/ehrB1

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Message from Greg Brown, 5/17/22

Good afternoon.

I'm writing today with a couple of items to raise to your attention.

First, as you know NAA has elevated Federal Regulatory Advocacy in our focus. With the increasing gridlock in Congress, the Administration is certain to pursue its policy goals via regulatory action as opposed to legislative consensus (of which there is little). To that end, last week a group of NAA leaders met with Adrienne Todman, the Deputy Secretary of the Department of Housing and Urban Development. Those who participated in Advocate this year will remember the Deputy Secretary as our keynote speaker during the meeting of the Board of Directors. Even more notable is that she gave few prepared remarks instead using her time to take any and all questions from the audience. It was an excellent exchange.

NAA Chairman Don Brunner, Legislative Committee Chair Jeff March, Affordable Housing Committee Chair Trevor Samios, Affordable Housing Committee Vice Chair Pat Shumaker, Advocacy and Engagement Subcommittee Chair Dennis Watts, and Legislative Committee member Ian Mattingly sat down with Deputy Secretary Todman and discussed Section 8 vouchers, REAC inspections, resident screening for criminal history, enabling innovation within Public Housing Authorities (PHAs), challenges with inconsistency between PHAs and challenges with development of new rental housing. The DS spent well over an hour with the NAA group, was very engaged on every topic and identified several follow-up items for her staff. She also committed to engaging NAA affiliates with HUD's landlord listening sessions around the country and asked for our leaders to come back to see her again in the near future. It was a tremendous meeting both on the substance and the relationship we continue to build with the DS and this HUD. It will serve us well going forward.

Second, as you may have seen, yesterday the White House released the [Biden-Harris Administration Housing Supply Action Plan](#) which aims to ease the burden of housing costs over time by boosting the supply of quality housing in every community. The plan has two key pillars to increase housing supply: reduce restrictive land use policy at the local level and expand financing opportunities to build affordable housing. Each priority also includes several regulatory and legislative proposals. While the latter require Congressional action, these priorities signal the Administration's vested interest in these housing policy solutions and commitment to address the nation's housing affordability challenges. You can read [highlights](#) of the rental housing provisions in Biden's Plan on the NAA web site.

[NAA commended](#) the Biden Administration for this proposal as a sign of their continued commitment to addressing the nation's housing needs. Remember, however, that these important steps alone cannot fix a problem which was decades in the making. NAA continues our work to press for short- and long-term, sustainable solutions that meaningfully address the nation's housing affordability challenges and support renters who need more time to recover from the financial impacts of the pandemic. Passing the Yes in My Back Yard Act ([S.1614](#) and [H.R. 3198](#)) and Choice in Affordable Housing Act ([S. 1820](#) and [H.R. 6880](#)), are two of the most important additional steps that this Congress and Administration can do to expand affordable housing access across the country.

For more information on the HUD meeting or the Biden housing plan, contact [Nicole Upano](#), AVP of Public Policy and Regulatory Affairs.

Thanks for all that you do this industry and our members. Stay safe.

Best, Greg

Gregory Scott Brown

Senior Vice President, Government Affairs



NAAPAC Apartmentalize Sweepstakes Your LLC Can Participate

Donate to National Apartment Association Political Action Committee (NAAPAC) and be automatically entered in their raffle to win a trip for two to The Meritage Resort & Spa and a Grgich Hills Estate Winery Tour in Napa Valley



HINT: Your LLC can give to the PAC!
[Click here](#) to donate and be entered in the sweepstakes today! For more information, [click here](#).

The Rules:

- Entries are \$25 per ticket; contest open to all members of NAA and its affiliates, and their spouses*
- \$25 per entry (Personal contributions only, no corporate contributions!)
- Last day to enter is June 23, 2022; winner will be announced on Friday, June 24 at Apartmentalize (winner need not be present)



**NAA Employees, NAAPAC Trustees and members of the NAA Board of Directors (or their spouses) are not eligible for the contest*

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An advertisement for WASH digital laundry room solutions. The top part features the WASH logo in red and white, followed by the text 'FUTURE-PROOF YOUR LAUNDRY.' in white on a teal background. Below this, a woman with curly hair is shown looking at her smartphone next to two front-loading washing machines. The text 'Keep your residents happy with WASH's digital laundry room solutions.' is written in white. At the bottom, a teal banner contains the text '>> Visit [wash.com/mobile](#) or call 616.666.4750'.

Executive Officer Job Description

Job Type

Full-time – Office Location - Flexible work environment

Reports to:

Board of Directors

Full Job Description

ROLE

The Executive Officer serves as chief executive officer of the association. Executive Officer recommends and participates in the formulation of policies and makes decisions within existing policies as they have been approved by the Board of Directors. Plans, organizes, directs, trains, and coordinates the staff, program, and activities of the association to assure that objectives are attained, plans fulfilled, and member needs met. Maintains effective internal and external relationships. Achieves economical, productive performance, forward-looking programming and constructive growth of the association. The Executive Officer also serves as the Vice President for Grace Outreach of Michigan to continue the charitable efforts of the association.

Software

- QuickBooks
- Microsoft Office including Publisher for Production of Newsletters
- MemberClicks AMS and website
- Hootsuite for social media
- Mailchimp
- Dropbox
- Zoom

QUALIFICATIONS

- Must be stakeholder focused
- Have excellent supervisory and problem-solving skills
- Ability to handle multiple tasks in an organized and efficient manner
- Must be team oriented
- Ability to communicate effectively
- Ability to administer payroll and PAC accounting

Duties, Responsibilities and Authorities:

- Informs the Board of Directors, Executive Committee and Officers on the conditions and operations of the association. Attends all meetings of the Board of Directors and all other committee meetings.
- Prepare financials and reports for Board of Directors
- Knowledge of QuickBooks
- Keep accounts receivables/payables, payroll, up to date always.
- Maintains the assets of the association and investments in accordance with the established policies.
- Plans, formulates and recommends to the Board of Directors basic policies and programs which will further the objectives of the association.
- Prepares agendas, minutes and reports for all Board of Directors. Assists Committee Chairs in preparing agendas, minutes and reports for the committee meetings.
- Executes all decisions of the Board of Directors except in cases when assignments are made specifically by the Board.
- Manages the administrative operations of association and develops specific policies, procedures and programs to carry out.
- Directs and coordinates all approved programs, projects and major activities.
- Recruits, hires, trains and motivates association staff.
- Establishes performance standards and goals and evaluates staff.
- Provides liaison and staff support to Committees to enable them to perform their assigned functions.
- Executes such contracts and commitments as may be authorized by the Board of Directors or established policies.
- Promotes interest and active participation to members in the association's activities.
- Maintains effective relationships with public and private organizations to ensure the interest of the association is realized.
- Develops and recommends an annual budget in cooperation with the Treasurer and Finance Committee and operates within the confines of established guidelines.

- Ensure that all funds, physical assets and other property owned by the association are appropriately safeguarded.
- Serves as Executive Editor and producer of official publications.
- Develops education programs to advance the professional skills of the membership, operating within budget and program objectives.
- Plans, organizes and directs membership promotion, new memberships and retention programs.
- Provides staff support in planning and conducting all association events.
- Develops and coordinates legislative, regulatory and political efforts and maintains relationships with government officials and agencies impacting the industry.
- Plans and executes all communications to the membership.
- Acts as a liaison with NAA and PMAM, attending all official meetings and the Association Executive Council meetings at NAA conferences.
- Safeguards confidential information as it applies to the daily functions of the association and members.
- Carries out such other general responsibilities as may be delegated by the President of the Board of Directors.

RELATIONSHIPS

- Responsible to the Board of directors and executive committee for the administration of the office and for proper interpretation and fulfillment of all functions, responsibilities, authority and relationships. Reports directly to the President.
- Staff liaison to committees and provides liaison between the committees and the Board of directors.
- Maintains relationships with National Apartment Association (NAA), government, public service organizations and partners, as desirable or necessary in the best interests of the association.
- Establishes such relationships as the Board of directors may specify or as deemed advisable in the best interests of the association.

STAKEHOLDERS EXPECTATIONS FOR ALL TEAM MEMBERS

- Provide exceptional customer service
- Must be team oriented and treat fellow employees with respect
- Maintains professional internal and external relationships
- Communicates regularly and effectively with internal and external customers
- Handles difficult situations with a cooperative attitude, poise and diplomacy
- Sends out information in a timely manner and exercises good follow up skills

TRAVEL

- Must be willing to travel out-of-state a minimum of 4 times a year.
- In state travel requirement is 10%-15% of the position.
- Member engagement travel is 15% to 25%

ADDITIONAL QUALIFICATIONS

- Experience in Property Management and/or Association Management is a plus, but not required.
- Ability to teach/preform training is a plus.
- Ability to set up and maintain emails and website hosting applications



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Reverse Trade Show - Thank you and Sponsors

Thank you to the following group of Key Decision Makers for stepping up and making our Reverse Trade Show a Success. Without these decision makers there would be NO event.

- Gary Offenbacher, Continental Management
- Melissa Seitz, Cormorant Company
- Kristine Siemieniak, Dominion Properties
- Mary Howell and Emily Montalvo, Legacy Properties
- Elizabeth Lane, Beacon Management
- John Wade, Investor's Property Management
- LeAnn Connin, Marquette Management
- Ron Sabourin, Trilogy Real Estate Group
- Aaron Lewis, Essential Property Management
- Kim Spoutz, Oxford Property Management
- Lisa League, KMG Prestige
- Paula Rote-Tigani, Wilson White Company
- Nick Mattson, Prime Student Housing
- Chris Heaton, Campus Management

Thank you must go to All About Furniture for opening up their showroom for us to have comfortable setting and hosting our event year after year.



Thank you to the Food Sponsor, First Onsite Property Restoration



Thank you to the Beverage Sponsor, M.J. White And Sons



Tech Bits - Provided by ASTI Environmental

The United States Department of Housing and Urban Development (HUD) released the new version of the Multifamily Accelerated Processing (MAP) guidance in March of this year. This guidance applies to all projects except those that are "categorically excluded not subject to related laws and authorities" (CENST), although radon testing is still encouraged for these excluded projects.

Section 9.6.3.2 of the 2021 MAP guidance now requires radon testing in 100% of ground contact units and 10% of the units on each floor above ground level. Previously, only a minimum of 25% of ground contact units were required to be tested.

All testing is still required to be conducted by a radon professional certified by the American Association of Radon Scientists and Technologists (AARST), National Radon Proficiency Program (NRPP) or the National Radon Safety Board (NRSB). All testing is still required to be conducted in accordance with the AARST Protocol for Conducting Measurements of Radon and Radon Decay Products in Multifamily Buildings (ANSI-AARST-MAMF-2017).

ASTI's staff are NRSB-certified and all sampling is conducted according to ANSI-AARST-MAMF-2017. We can help you navigate and implement the newest version of the 2021 MAP guidance. For help with your project, please contact David Amir, ASTI Director of Site Redevelopment Services, at damir@asti-env.com or 800-395-ASTI.



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- **Your coupon will be listed in the newsletter every month giving added exposure for your business.**
- **Start now and secure your information in the newsletter every month for FREE**

Thank you to all the Members that use BUSINESS PARTNERS FIRST

Member Service Announcement - Refugees

Jewish Family Services of Washtenaw County is still in urgent need of housing for newly arrived refugees, including Ukrainians. They are seeking multi-bedroom units, ideally with no credit check (as new arrivals do not yet have credit established in the US). JFS is willing to negotiate deposit, rental length, and other move-in conditions. Please contact Mira Sussman, JFS' resettlement resource development manager, at 734-883-1422.



Reminder - Tenants Have the Right to Refuse Municipal Inspections

It has been 7 years since your residents secured the right to refuse a municipal rental inspection. On September 30, 2015, the U.S. District Court affirmed the rights of tenants to refuse entry by a government agency for rental inspection in the Southern District of Ohio case of Baker vs. City of Portsmouth.

The Housing Law of Michigan requires municipalities to obtain an administrative warrant to enter for the inspection if the tenant refuses. The association recommends that when your inspections are scheduled, you reach out to your residents and inform them of their rights. If someone refuses entry, after you have made a "good faith" effort, make sure you contact the municipality of your residents request. When that resident leaves the premises, you have 10 days to notify the municipality that the unit is vacant.

When this first happened back in 2015, there was significant discussion of what complications this would create for the municipalities. Over time the processes seem to have adjusted. We want to make sure that everyone remembers about it and continue to be proactive with your residents rights, as well as your own.

Explaining the Breakdown of \$1 Rent

With so much discussion around rent payments and the prevailing misconception that rental housing owners enjoy large margins, the National Apartment Association

(NAA) has released an explanation of the breakdown of one dollar of rent for 2022.

Because education is an effective way to counter harmful public policy and negative industry stereotypes, NAA offers this explanatory [infographic](#) breaking down a dollar of rent into its component parts.

The apartment industry must help society understand the benefits of rent payments for all Americans, whether or not they reside in rental housing.

From supporting 17.5 million jobs to the dollars reinvested into apartment communities to ensure quality living for more than 40 million residents, and through paying property taxes that finance schools, emergency services and other local needs to investor returns that include public pensions and 401(k)s, a rent payment is much more important than one might otherwise realize.



We put a lot of thought into helping you attract residents.



Looking for expert property maintenance help? Ask Sherwin-Williams. Our durable paints and concrete coatings help you reduce costs.

3 Locations in Washtenaw County

sherwin-williams.com/multifamily

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EPA RRP Lead Renovator Initial Course

When: Friday, July 15 from 8 to 5 – Full Day IN PERSON

Location: Builders and Remodelers Association

Why should I take this?

EPA required, by April 22, 2010, for all contractors who work in pre-1978 housing and child occupied facilities, including: renovation contractors, maintenance workers in multi-family housing, painters, building supervisors & landlords, homeowners who are planning to remodel, and other specialty trades (plumbers, heating & cooling, electricians). Includes all books, hand outs & paperwork for applying for your EPA certification.

The Certified Lead Renovator:

- must be present at each work site for Target Housing (pre-1978) or Child Occupied Facilities (schools & day care)
- must be on-site at each impacted building on a daily basis
- must be at the job-site during paint testing, sign posting, work are set-up and clean-up phases of the work

NOTE: Each contractor performing work that disturbs lead-based paint must have their own Certified Lead Renovator present – not just one per job site.

More info at EPA.gov

Register HERE

EDUCATION DISCOUNT EXCLUSIVE FOR OUR MEMBERS - WEBINAR WEDNESDAY'S

The WA3 will be offering the Webinar Wednesday series again in 2022 but will give our members a bigger discount on the classes. For all of 2022, our members can use the code **20WA3** to receive \$10 off per class. All classes are regularly \$29.99 per property or the keynotes are \$99.99 per property.

More than one person per property can attend.

If you are not participating, you are missing out.....

Continually offering property management skills to improve your bottom line.



The Alchemy of Awesome
Turning Your Teams to Gold!

MULTIFAMILY INSIDERS
**WEBINAR
WEDNESDAYS**

Latrice Leake
June 8, 2022
2pm - 3pm ET

SPONSORED BY: REACH LEONARD



Copy That: Creating Emails That Tell
Your Story and Drive Prospect Action

MULTIFAMILY INSIDERS
**WEBINAR
WEDNESDAYS**

Kristi Fickert
June 29, 2022
2pm - 3pm ET

SPONSORED BY: LEONARD REACH



Thank you to Multifamily Insiders for partnering with us on this awesome Education

Sign up Now Local and State Committees 2022

Serving on a committee is a great way to expand your network of association professionals, enhance your profession, learn new skills, and leverage career advancement opportunities all while volunteering and having a good time. The committees meet on a monthly basis, to make sure the association is offering members what they need in resources.

Committees Available:

- Education
- Membership
- Legislative
- Program
- Ambassador Task Force
- Next UP Committee
- PMAM Legislative
- PMAM GLAStar
- PMAM Lyceum
- PMAM Membership
- PMAM Education
- PMAM Communications

Note: Committees will meet via ZOOM until further notice

**READY TO START VOLUNTEERING?
CLICK HERE AND SEND US AN EMAIL**

(Continued from page 5)

just put your head down and do the work in any business.

Giving some Grace means allowing for those momentary meltdowns or freakouts, knowing that it's not personal and it's not fatal. People have gotten a bit shorter with their own fuses so give them the Grace to work it out, even if it's not the most appropriate of times or places for this event to occur.

Make sure you give yourself that same amount of Grace when you are not feeling like a Rock Star that particular day as well. Sometimes we just need to vent some frustrations and get it out of our systems. If you are not holding everything together perfectly every day, be ok with that. And remember You aren't paid for perfection you are paid for results.

Giving Space means allowing your teams to learn and grown at their own pace. It also allows for them to make a few mistakes and coaching them to learn the lesson when those mistakes happen. If you've ever been micro-managed in your life than you know how that feels, especially when you are trying to deal with everything else that's on your plate.

Give yourself some space as well to lean into the discomfort, because when you stay uncomfortable long enough, that's when you have a chance to really learn and grow.

The message here is simple:

- Grace and Space is the path to building a team that will last long after the final Covid cases have finally subsided.
- Are you giving your teams and yourself a bit of Grace and Space?

Cheers to you and your continued success
One Quarter Turn at a Time

Thoughts for the week:

- Grace means that all of your mistakes now serve a purpose instead of serving shame. – Unknown
- One day you will need the same grace that you will not give someone else. –Matt Wade
- Grace is extending forgiveness when it's not earned or deserved. – Unknown
- I do not understand the mystery of grace, only that it meets us where we are but does not leave us where it found us. – Anne Lamott

Looking forward to our next connection

Coach Tim

Education Question?????

The Education Committee is considering offering a Safety Training Course for you and your staffs. It was clear after our General Membership Meeting in March that everyone is a first responder, even before the "First Responders" get there.

Please let the office know if this is of interest and we will get it on the calendar for the fall.

info@wa3hq.org

June 2022

Sun Mon Tue Wed Thu Fri Sat

			1	2	3 Golf Outing	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
NAA APARTMENTALIZE -- SAN DIEGO						
26	27	28	29	30	Office Closed -- Vacation	

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734-663-4101
LeAnn Connin, Treasurer
Marquette Management
630-320-0573
Christy Rose-Scott, Program
Woodbury Gardens
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#WeAreFamily

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